



**Governor's Office of Equal Opportunity
State Capitol – Executive Tower
1700 West Washington Street – Suite 156
Phoenix, Arizona 85007**

March 30, 2007

**Honorable Janet Napolitano
Governor, State of Arizona
1700 West Washington Street
Phoenix, Arizona 85007**

Dear Governor Napolitano:

The Governor's Office of Equal Opportunity is pleased to present its 2007 Annual Report with state executive agency information for calendar year 2006.

Information is provided beginning with statistical profiles of large state agencies, i.e., those with 50+ employees, and these include a civilian labor force analysis. The remaining small agency information is provided to indicate those agencies that have developed cultural competence policies or workforce diversity plans.

Additional information covers our past involvement with Tribal Consultation, Equity in State Contracting, the Governor's Minority Advisory Councils and their Subcommittee on Recruitment and Retention, and agency mediation services.

Our office will update this information after June 30, 2007, in order to file the federal Equal Employment Opportunity report (entitled EEO-4) with the U. S. Equal Employment Opportunity Commission, and the U. S. Department of Justice, Civil Rights Division, in Washington, D. C.

Very truly yours,

**Manuel V. Cisneros
Director**

MVC:gw



Governor's Office of Equal Opportunity
2007 Annual Report

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Introduction

The Governor's Office of Equal Opportunity has existed since 1975 to provide a compliance monitoring function of Arizona state agencies. The Office monitors agency compliance with the Arizona Civil Rights Act of 1974 and the U. S. Civil Rights Act of 1964. The current Executive Order that created this office is number 93-20.

This report details summaries of our activities covering the 2006 calendar year. We begin with detailed civilian labor workforce analysis of the state's large executive agencies, and also include a review of small agencies as well. An exemplar of the Governor's Office policy statement on prohibited discrimination practices is included.

A recent executive order by Governor Janet Napolitano involves state agency consultation with Arizona tribal communities, and a summary of that activity is presented herein. Our office has been involved with the Governor's Equity in State Contracting initiative and a brief summary is provided to reference activity in this area.

Our office processes employment discrimination complaints that arise from current or former state employees. A summary of those complaints is found in this report, along with a summary of complaints referred to our office from the federal Equal Employment Opportunity Commission.

We could not do our work without the involvement of our Equal Employment Opportunity Liaison network throughout the state agency structure. A listing of those liaisons is included in this report. We often correspond with Human Resource professionals at various agencies, and a listing of those individuals is also attached.

Demand for our facilitative mediation services has also increased as agency EEO liaisons and department heads hear about this process. We have included a listing of trained mediators throughout the state agency system who provide facilitative mediation in employment discrimination cases.

We welcome your feedback on this report and suggestions on the kind of additional information that you would find helpful from the Governor's Office of Equal Opportunity.

* * *



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712



TO: Agency Directors and EEO Liaisons

From: Manuel V. Cisneros, Director

Date: December 11, 2006

Subject: 2007 EEO Plan

Each year the Governor's Office of Equal Opportunity requests information about state employees in your agency. This data is then aggregated into a summary form and presented to our Governor for her review. This data is also the basis for mandated statewide reports to the U. S. Equal Employment Opportunity Commission and the U. S. Department of Justice.

Enclosed please find information concerning your agency's 2007 Equal Employment Opportunity Report, reviewing data for calendar year 2006. Our office is setting Friday, January 19, 2007 as the deadline for your agency's 2007 Equal Employment Opportunity Report.

For agencies with more than fifty (50+) Full Time Equivalent (FTE) positions, please complete and return the following documents in electronic (or hard copy) form:

1. An EEO Policy Statement: Please print this document on agency letterhead and insert the name of your agency as indicated throughout the document. This Policy Statement should be signed and dated by the agency Director;
2. A Hiring Summary: Complete this sheet with Agency workforce numbers as of December 31, 2006, using the HRIS hiring summary report. This information includes both new hires and interagency transfers;
3. A Workforce Analysis Chart: Complete this worksheet using the Agency EEO4 report (not included). Attached (or enclosed) is an Excel template for you to complete your Agency parity profile analysis;
4. An Agency Barrier Analysis: Please identify agency problems and barriers in recruiting from under-utilized populations using the workforce analysis. Attached (or enclosed) is an Excel template for your convenience;
5. An Agency Action Plan for 2007: Attached (or enclosed) is an Excel template for you to describe your agency strategy to address areas where workforce representation is below parity norms;

In anticipation of questions that may arise, the Governor's Office of Equal Opportunity will host an orientation session on December 19, 2006, from 9:00 am to 11:00 am in the Governor's second floor conference room at the State Capitol.

(continued)

A workshop will be held on Monday, January 8th, 2007 from 9:00 am – 12:00 pm at ADOA Room 300 to provide technical assistance related to the compilation of this data. Representatives from HRIS, Staffing and Recruiting, and the GOEO will be available to answer questions.

An electronic copy of the above listed documents should be submitted to the Governor's Office of Equal Opportunity to kthomas@az.gov with a cover letter from your agency Director to Governor Janet Napolitano by Friday, January 19th, 2007. Hard copies will be received at the following address:

Governor's Office of Equal Opportunity
Attn: Kristine Thomas
1700 West Washington Street, Suite 156
Phoenix, Arizona 85007

A letter confirming receipt will be sent to you by the Governor's Office of Equal Opportunity.

Please contact the Governor's Office of Equal Opportunity at (602) 542-3711 with any questions that you may have concerning this request.

(AGENCY NAME)

2007 Equal Opportunity Employment Policy Statement

In recognition of its legal and moral obligations, the (Agency Name) hereby commits itself to a policy of nondiscrimination as follows:

1. All personnel transactions shall be upon merit without regard to race, color, sex, sexual orientation, religion, national origin, age, veteran status, disability status (except when any of these factors is an existing bona fide occupational qualification). To determine the qualifications of veterans, only that portion of their military record, including discharge papers, which is relevant to the job for which the veteran is being considered, should be used.
2. All (Agency Name) management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, youth, seniors, LBGT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The (Agency Name) will incorporate reasonable accommodation personnel practices in order to facilitate the employment and advancement of qualified special disabled veterans and disabled persons. Reasonable accommodations will be provided to otherwise qualified applicants or employees with disabilities, unless the accommodation would impose an undue hardship on the operation of the Department or would impose a direct threat to the health or safety of the individual or others in the workplace.
4. The (Agency Name) shall not discriminate against any qualified employee or applicant for employment because he or she is a person with a disability, a disabled veteran or a Vietnam Era veteran. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
5. Harassment on the basis of sex is a violation of Federal and State employment discrimination laws, and harassment on the basis of sex or sexual orientation will not be tolerated in the workplace. The (Agency Name) shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Persons harassing and/or condoning harassment of others will be dealt with swiftly and vigorously by disciplinary action up to and including termination. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination, and retaliation.

6. The Department will post the Equal Opportunity Policy throughout departmental facilities.
7. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

“AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY”

The (Agency Name) is committed to taking equal opportunity to employ and advance in employment qualified females, minorities, individuals with disabilities, special disabled veterans, and Vietnam Era veterans at all levels of employment.

As Director of the (Agency Name), I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Program throughout all levels of the Department, (Name of Equal Opportunity Administrator) shall serve as the Equal Opportunity Administrator for the (Agency Name). All Divisions and management personnel shall actively support recruitment and career development programs to ensure equitable representation of females, minorities, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories.

Director's Signature

Date

Arizona Department of _____

Problem and Barrier Analysis

Review of Calendar Year 2006

List each job category within the protected group that did not meet parity.

Protected Group/Job Category	Problems and Barriers

FUNCTION CODE LEGEND

CY06 Large State Agencies

Code	Cabinet	State Agency	Report Received
AD	*	Department of Administration	2/9/07
AG		Office of the Attorney General (non-executive)	2/8/07
AH	*	Department of Agriculture	2/16/07
AU		Auditor General (non-executive)	2/7/07
BD		Dept. of Financial Institutions	2/22/07
CC		Arizona Corporation Commission (non-executive)	2/16/07
CO		Court of Appeals Div I (non-executive)	
DC	*	Department of Corrections	1/29/07
DE	*	Department of Economic Security	2/23/07
DJ	*	Department of Juvenile Corrections	2/1/07
DT	*	Department of Transportation	2/22/07
ED		Department of Education (non-executive)	2/7/07
EP	*	Department of Commerce	1/30/07
EV	*	Department of Environmental Quality	2/27/07
GF	*	Game and Fish Department	2/5/07
GM		Department of Gaming	2/16/07
HC	*	AZ Health Care Cost Containment System	3/2/07
HD		Department of Housing	2/13/07
HS	*	Department of Health Services	2/16/07
IC		Industrial Commission of Arizona	2/9/07
ID	*	Department of Insurance	2/9/07
LA		Library, Archives and Public Records (non-executive)	
LD	*	State Land Department	2/8/07
LO		Lottery Commission	2/7/07
MA	*	Department of Emergency and Military Affairs	2/9/07
PI		Arizona Pioneers Home	1/29/07
PR	*	State Parks	2/8/07
PS	*	Department of Public Safety	2/9/07
RE		Department of Real Estate	2/9/07
RG	*	Registrar of Contractors	2/9/07
RT		State Retirement System	2/9/07
RV	*	Department of Revenue	2/27/07
SD		School for the Deaf and Blind	2/7/07
SP		Arizona Supreme Court (non-executive)	2/8/07
VS	*	Department of Veterans' Services	2/8/07
WC	*	Department of Water Resources	2/9/07

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Asian Americans and Pacific Islanders

Occupational Categories	Total Employees	Asian Americans			Total Percent	CLF %	Parity	Utilization	Parity Goal
		Males	Females	Total					
Officials/Administrators	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	4.0%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.5%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	1.3%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	0.2%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	2.0%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	1.6%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	2.4%	0	parity	0
Total Agency Employees	0			0					

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of African Americans

Occupational Categories	Total Employees	African Americans			Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females	Total					
Officials/Administrators	0	0	0	0	#DIV/0!	2.4%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	3.0%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.5%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	5.3%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	3.7%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	2.0%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	3.3%	0	parity	0
Total Agency Employees	0			0					

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Hispanics

Occupational Categories	Total Employees	Hispanics		Total	Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females						
Officials/Administrators	0	0	0	0	#DIV/0!	11.6%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	9.4%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	14.8%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	17.4%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	14.7%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	18.3%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	29.4%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	35.9%	0	parity	0
Total Agency Employees	0			0					

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Native Americans

Occupational Categories	Total Employees	Native Americans		Total	Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females						
Officials/Administrators	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	2.5%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.9%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	5.7%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	8.3%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	3.7%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	5.4%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	4.9%	0	parity	0
Total Agency Employees	0			0					

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Non Minority

Occupational Categories	Total Employees	Non Minority		Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	0	#DIV/0!	*	*		*
Professionals	0	0	0	0	#DIV/0!	*	*		*
Technicians	0	0	0	0	#DIV/0!	*	*		*
Protective Services	0	0	0	0	#DIV/0!	*	*		*
Paraprofessionals	0	0	0	0	#DIV/0!	*	*		*
Office & Clerical	0	0	0	0	#DIV/0!	*	*		*
Skilled Craft	0	0	0	0	#DIV/0!	*	*		*
Service Maintenance	0	0	0	0	#DIV/0!	*	*		*
Total Agency Employees	0			0					
* Not Applicable									

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Females

Occupational Categories	Total Employees	Females	Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	#DIV/0!	39.5%	0	parity	0
Professionals	0	0	0	#DIV/0!	50.6%	0	parity	0
Technicians	0	0	0	#DIV/0!	52.6%	0	parity	0
Protective Services	0	0	0	#DIV/0!	19.5%	0	parity	0
Paraprofessionals	0	0	0	#DIV/0!	49.8%	0	parity	0
Office & Clerical	0	0	0	#DIV/0!	66.8%	0	parity	0
Skilled Craft	0	0	0	#DIV/0!	6.3%	0	parity	0
Service Maintenance	0	0	0	#DIV/0!	40.7%	0	parity	0
Total Agency Employees	0		0					

Department of _____

Workforce Analysis *Review of Calendar Year 2006*

Utilization of Males

Occupational Categories	Total Employees	Males	Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	#DIV/0!	*	*		*
Professionals	0	0	0	#DIV/0!	*	*		*
Technicians	0	0	0	#DIV/0!	*	*		*
Protective Services	0	0	0	#DIV/0!	*	*		*
Paraprofessionals	0	0	0	#DIV/0!	*	*		*
Office & Clerical	0	0	0	#DIV/0!	*	*		*
Skilled Craft	0	0	0	#DIV/0!	*	*		*
Service Maintenance	0	0	0	#DIV/0!	*	*		*
Total Agency Employees	0		0					
*Not Applicable								

Department of _____
Workforce Analysis
Review of Calendar Year 2006

CLF Percentages (Civilian Labor Force) are based on 2000 Census Special EEO Tabulation prepared by AZ DES Research Administration, March 2004. AZ Workforce Analysis data is based on December 2006 data and on full time employees only. **This report excludes (?) employees due to various reasons. Please see HRIS EEO-4 Report for further detail.** Due to changes in occupational categories (4) from the 1990 Census to the 2000 Census the following will be treated as corresponding categories until a more accurate crosswalk is created: ¹*Officials/ Administrators* corresponds with *Officials and Managers*; ²*Protective Services* corresponds with *Protective Services: Sworn*; ³*Paraprofessionals* corresponds with *Protective Services: Non-Sworn*; ☐ *Office & Clerical* corresponds with *Administrative Support*.

Arizona Department of_____

Action Plan

Review of Calendar Year 2006

List each job category within the protected group that did not meet parity.

Protected Group/Job Category	Parity Goal	Agency Goal	Time Frame	Strategic Plan



Equal Employment Opportunity Report

AGENCY HIRING SUMMARY

Please complete the following information only for those employees that were hired (both new hires and interagency transfers) during **January 1, 2006 – December 31, 2006**

Number of Employees Hired during 2006 _____

Asian American/Pacific Islanders _____

African Americans _____

Hispanic _____

Native Americans _____

Non-Minority _____

Unspecified _____

Females _____

Males _____

Individuals with Disabilities _____

Age 40 and above _____

Veterans _____

Veterans with Disabilities _____

Vietnam Era Veterans _____

Gulf War Veterans _____

Covered Employees (Merit System) _____

Uncovered Employees (FTE) _____

Full Time Employees (FTE) _____

Other Than Full Time Employees _____

Does your Agency have a Diversity Plan? Yes No

Does the agency have a policy on cultural competence? Yes No



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712



CHECKLIST "Large Agency 2007 EEO Plan"

Cover Letter	_____
Policy Statement	_____
Hiring Summary	_____
Workforce Analysis Chart	_____
Problem and Barrier Analysis	_____
Action Plan	_____

AGENCY:
SUBMITTED BY:
DATE:

Comments:

FUNCTION CODE LEGEND

CY06 Large State Agencies

Code	Cabinet	State Agency	Report Received
AD	*	Department of Administration	2/9/07
AG		Office of the Attorney General (non-executive)	2/8/07
AH	*	Department of Agriculture	2/16/07
AU		Auditor General (non-executive)	2/7/07
BD		Dept. of Financial Institutions	2/22/07
CC		Arizona Corporation Commission (non-executive)	2/16/07
CO		Court of Appeals Div I (non-executive)	
DC	*	Department of Corrections	1/29/07
DE	*	Department of Economic Security	2/23/07
DJ	*	Department of Juvenile Corrections	2/1/07
DT	*	Department of Transportation	2/22/07
ED		Department of Education (non-executive)	2/7/07
EP	*	Department of Commerce	1/30/07
EV	*	Department of Environmental Quality	2/27/07
GF	*	Game and Fish Department	2/5/07
GM		Department of Gaming	2/16/07
HC	*	AZ Health Care Cost Containment System	3/2/07
HD		Department of Housing	2/13/07
HS	*	Department of Health Services	2/16/07
IC		Industrial Commission of Arizona	2/9/07
ID	*	Department of Insurance	2/9/07
LA		Library, Archives and Public Records (non-executive)	
LD	*	State Land Department	2/8/07
LO		Lottery Commission	2/7/07
MA	*	Department of Emergency and Military Affairs	2/9/07
PI		Arizona Pioneers Home	1/29/07
PR	*	State Parks	2/8/07
PS	*	Department of Public Safety	2/9/07
RE		Department of Real Estate	2/9/07
RG	*	Registrar of Contractors	2/9/07
RT		State Retirement System	2/9/07
RV	*	Department of Revenue	2/27/07
SD		School for the Deaf and Blind	2/7/07
SP		Arizona Supreme Court (non-executive)	2/8/07
VS	*	Department of Veterans' Services	2/8/07
WC	*	Department of Water Resources	2/9/07

Arizona Department of Administration

Workforce Distribution Chart

Total Agency Employees: 729

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				87		
Number Employed	67	11	5	0	4	42
Percentage of Category	77.0%	12.6%	5.7%	0.0%	4.6%	48.3%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				397		
Number Employed	294	58	23	8	14	237
Percentage of Category	74.1%	14.6%	5.8%	2.0%	3.5%	59.7%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				21		
Number Employed	10	6	4	1	0	8
Percentage of Category	47.6%	28.6%	19.0%	4.8%	0.0%	38.1%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				46		
Number Employed	32	11	3	0	0	7
Percentage of Category	69.6%	23.9%	6.5%	0.0%	0.0%	15.2%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				44		
Number Employed	17	15	8	3	1	35
Percentage of Category	38.6%	34.1%	18.2%	6.8%	2.3%	79.5%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				31		
Number Employed	16	7	2	5	1	23
Percentage of Category	51.6%	22.6%	6.5%	16.1%	3.2%	74.2%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				17		
Number Employed	12	3	0	0	2	1
Percentage of Category	70.6%	17.6%	0.0%	0.0%	11.8%	5.9%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				86		
Number Employed	24	59	3	0	0	32
Percentage of Category	27.9%	68.6%	3.5%	0.0%	0.0%	37.2%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	472	170	48	17	22	385
Percentage of Category Totals	64.7%	23.3%	6.6%	2.3%	3.0%	52.8%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Office of the Attorney General

Workforce Distribution Chart

Total Agency Employees: 522

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				44		
Number Employed	39	3	0	0	2	23
Percentage of Category	88.6%	6.8%	0.0%	0.0%	4.5%	52.3%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				322		
Number Employed	260	39	11	3	9	182
Percentage of Category	80.7%	12.1%	3.4%	0.9%	2.8%	56.5%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				24		
Number Employed	16	7	0	0	1	3
Percentage of Category	66.7%	29.2%	0.0%	0.0%	4.2%	12.5%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				28		
Number Employed	17	8	1	0	2	24
Percentage of Category	60.7%	28.6%	3.6%	0.0%	7.1%	85.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				102		
Number Employed	67	22	9	3	1	98
Percentage of Category	65.7%	21.6%	8.8%	2.9%	1.0%	96.1%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				1		
Number Employed	0	1	0	0	0	1
Percentage of Category	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				1		
Number Employed	0	1	0	0	0	0
Percentage of Category	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	399	81	21	6	15	331
Percentage of Category Totals	76.4%	15.5%	4.0%	1.1%	2.9%	63.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Agriculture

Workforce Distribution Chart

Total Agency Employees: 284

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				39		
Number Employed	32	6	1	0	0	9
Percentage of Category	82.1%	15.4%	2.6%	0.0%	0.0%	23.1%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				54		
Number Employed	44	7	1	0	2	28
Percentage of Category	81.5%	13.0%	1.9%	0.0%	3.7%	51.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				163		
Number Employed	99	55	0	7	2	45
Percentage of Category	60.7%	33.7%	0.0%	4.3%	1.2%	27.6%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				18		
Number Employed	10	7	1	0	0	17
Percentage of Category	55.6%	38.9%	5.6%	0.0%	0.0%	94.4%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				10		
Number Employed	3	7	0	0	0	9
Percentage of Category	30.0%	70.0%	0.0%	0.0%	0.0%	90.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	188	82	3	7	4	108
Percentage of Category Totals	66.2%	28.9%	1.1%	2.5%	1.4%	38.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Auditor General

Workforce Distribution Chart

Total Agency Employees: 174

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				8		
Number Employed	8	0	0	0	0	3
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	37.5%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				154		
Number Employed	129	11	8	0	6	88
Percentage of Category	83.8%	7.1%	5.2%	0.0%	3.9%	57.1%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				12		
Number Employed	9	2	1	0	0	12
Percentage of Category	75.0%	16.7%	8.3%	0.0%	0.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	146	13	9	0	6	103
Percentage of Category Totals	83.9%	7.5%	5.2%	0.0%	3.4%	59.2%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Financial Institutions

Workforce Distribution Chart

Total Agency Employees: 62

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				5		
Number Employed	5	0	0	0	0	1
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	20.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				43		
Number Employed	35	5	1	0	2	16
Percentage of Category	81.4%	11.6%	2.3%	0.0%	4.7%	37.2%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				6		
Number Employed	4	2	0	0	0	6
Percentage of Category	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				8		
Number Employed	5	1	0	0	2	8
Percentage of Category	62.5%	12.5%	0.0%	0.0%	25.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	49	8	1	0	4	31
Percentage of Category Totals	79.0%	12.9%	1.6%	0.0%	6.5%	50.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Corporation Commission

Workforce Distribution Chart

Total Agency Employees: 255

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				25		
Number Employed	18	2	5	0	0	10
Percentage of Category	72.0%	8.0%	20.0%	0.0%	0.0%	40.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				119		
Number Employed	81	19	11	2	6	61
Percentage of Category	68.1%	16.0%	9.2%	1.7%	5.0%	51.3%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				8		
Number Employed	3	3	2	0	0	6
Percentage of Category	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				22		
Number Employed	17	5	0	0	0	1
Percentage of Category	77.3%	22.7%	0.0%	0.0%	0.0%	4.5%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				49		
Number Employed	17	20	6	4	2	42
Percentage of Category	34.7%	40.8%	12.2%	8.2%	4.1%	85.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				32		
Number Employed	22	4	5	1	0	23
Percentage of Category	68.8%	12.5%	15.6%	3.1%	0.0%	71.9%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	158	53	29	7	8	143
Percentage of Category Totals	62.0%	20.8%	11.4%	2.7%	3.1%	56.1%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Court of Appeals - Division I

Workforce Distribution Chart

Total Agency Employees: 100

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				17		
Number Employed	15	1	1	0	0	5
Percentage of Category	88.2%	5.9%	5.9%	0.0%	0.0%	29.4%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				39		
Number Employed	37	0	0	0	2	27
Percentage of Category	94.9%	0.0%	0.0%	0.0%	5.1%	69.2%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				44		
Number Employed	34	8	1	1	0	39
Percentage of Category	77.3%	18.2%	2.3%	2.3%	0.0%	88.6%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	86	9	2	1	2	71
Percentage of Category Totals	86.0%	9.0%	2.0%	1.0%	2.0%	71.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Corrections

Workforce Distribution Chart

Total Agency Employees: 9,208

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				248		
Number Employed	180	48	15	1	4	95
Percentage of Category	72.6%	19.4%	6.0%	0.4%	1.6%	38.3%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				1,666		
Number Employed	1200	284	117	30	35	862
Percentage of Category	72.0%	17.0%	7.0%	1.8%	2.1%	51.7%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				117		
Number Employed	82	24	8	3	0	81
Percentage of Category	70.1%	20.5%	6.8%	2.6%	0.0%	69.2%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				6,270		
Number Employed	3,576	2,051	412	143	88	1,644
Percentage of Category	57.0%	32.7%	6.6%	2.3%	1.4%	26.2%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				186		
Number Employed	94	70	14	6	2	178
Percentage of Category	50.5%	37.6%	7.5%	3.2%	1.1%	95.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				457		
Number Employed	280	140	19	9	9	388
Percentage of Category	61.3%	30.6%	4.2%	2.0%	2.0%	84.9%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				157		
Number Employed	111	38	6	0	2	7
Percentage of Category	70.7%	24.2%	3.8%	0.0%	1.3%	4.5%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				107		
Number Employed	77	28	2	0	0	4
Percentage of Category	72.0%	26.2%	1.9%	0.0%	0.0%	3.7%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	5,600	2,683	593	192	140	3,259
Percentage of Category Totals	60.8%	29.1%	6.4%	2.1%	1.5%	35.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Economic Security

Workforce Distribution Chart

Total Agency Employees: 9,826

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				292		
Number Employed	213	46	25	4	4	180
Percentage of Category	72.9%	15.8%	8.6%	1.4%	1.4%	61.6%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				6,507		
Number Employed	3688	1777	613	275	154	4882
Percentage of Category	56.7%	27.3%	9.4%	4.2%	2.4%	75.0%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				442		
Number Employed	162	165	80	24	11	321
Percentage of Category	36.7%	37.3%	18.1%	5.4%	2.5%	72.6%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				2		
Number Employed	2	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				1,547		
Number Employed	577	626	220	102	22	1,357
Percentage of Category	37.3%	40.5%	14.2%	6.6%	1.4%	87.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				908		
Number Employed	383	378	71	54	22	823
Percentage of Category	42.2%	41.6%	7.8%	5.9%	2.4%	90.6%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				26		
Number Employed	20	4	1	1	0	3
Percentage of Category	76.9%	15.4%	3.8%	3.8%	0.0%	11.5%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				102		
Number Employed	51	35	8	7	1	33
Percentage of Category	50.0%	34.3%	7.8%	6.9%	1.0%	32.4%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	5,096	3,031	1,018	467	214	7,599
Percentage of Category Totals	51.9%	30.8%	10.4%	4.8%	2.2%	77.3%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Juvenile Corrections

Workforce Distribution Chart

Total Agency Employees: 1,065

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				43		
Number Employed	37	2	4	0	0	14
Percentage of Category	86.0%	4.7%	9.3%	0.0%	0.0%	32.6%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				471		
Number Employed	301	92	67	6	5	252
Percentage of Category	63.9%	19.5%	14.2%	1.3%	1.1%	53.5%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				11		
Number Employed	7	2	1	1	0	8
Percentage of Category	63.6%	18.2%	9.1%	9.1%	0.0%	72.7%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				452		
Number Employed	224	132	77	9	10	159
Percentage of Category	49.6%	29.2%	17.0%	2.0%	2.2%	35.2%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				2		
Number Employed	1	1	0	0	0	2
Percentage of Category	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				30		
Number Employed	12	8	5	4	1	27
Percentage of Category	40.0%	26.7%	16.7%	13.3%	3.3%	90.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				9		
Number Employed	5	3	1	0	0	0
Percentage of Category	55.6%	33.3%	11.1%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				47		
Number Employed	24	20	3	0	0	14
Percentage of Category	51.1%	42.6%	6.4%	0.0%	0.0%	29.8%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	611	260	158	20	16	476
Percentage of Category Totals	57.4%	24.4%	14.8%	1.9%	1.5%	44.7%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Transportation

Workforce Distribution Chart

Total Agency Employees: 4,274

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				183		
Number Employed	155	16	2	1	9	45
Percentage of Category	84.7%	8.7%	1.1%	0.5%	4.9%	24.6%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				1,149		
Number Employed	768	218	39	24	100	545
Percentage of Category	66.8%	19.0%	3.4%	2.1%	8.7%	47.4%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				461		
Number Employed	288	129	13	19	12	108
Percentage of Category	62.5%	28.0%	2.8%	4.1%	2.6%	23.4%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				29		
Number Employed	24	2	2	1	0	2
Percentage of Category	82.8%	6.9%	6.9%	3.4%	0.0%	6.9%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				1,163		
Number Employed	580	430	84	50	19	874
Percentage of Category	49.9%	37.0%	7.2%	4.3%	1.6%	75.2%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				329		
Number Employed	156	116	33	13	11	256
Percentage of Category	47.4%	35.3%	10.0%	4.0%	3.3%	77.8%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				260		
Number Employed	186	61	4	9	0	12
Percentage of Category	71.5%	23.5%	1.5%	3.5%	0.0%	4.6%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				700		
Number Employed	374	227	16	78	5	14
Percentage of Category	53.4%	32.4%	2.3%	11.1%	0.7%	2.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	2,531	1,199	193	195	156	1,856
Percentage of Category Totals	59.2%	28.1%	4.5%	4.6%	3.6%	43.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Education

Workforce Distribution Chart

Total Agency Employees: 478

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				42		
Number Employed	32	7	3	0	0	26
Percentage of Category	76.2%	16.7%	7.1%	0.0%	0.0%	61.9%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				408		
Number Employed	285	67	27	14	15	284
Percentage of Category	69.9%	16.4%	6.6%	3.4%	3.7%	69.6%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				6		
Number Employed	3	1	2	0	0	5
Percentage of Category	50.0%	16.7%	33.3%	0.0%	0.0%	83.3%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				15		
Number Employed	8	5	2	0	0	11
Percentage of Category	53.3%	33.3%	13.3%	0.0%	0.0%	73.3%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				4		
Number Employed	1	1	1	0	1	2
Percentage of Category	25.0%	25.0%	25.0%	0.0%	25.0%	50.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				3		
Number Employed	2	1	0	0	0	0
Percentage of Category	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	331	82	35	14	16	328
Percentage of Category Totals	69.2%	17.2%	7.3%	2.9%	3.3%	68.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Commerce

Workforce Distribution Chart

Total Agency Employees: 87

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				20		
Number Employed	17	2	1	0	0	10
Percentage of Category	85.0%	10.0%	5.0%	0.0%	0.0%	50.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				64		
Number Employed	42	15	2	3	2	46
Percentage of Category	65.6%	23.4%	3.1%	4.7%	3.1%	71.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				3		
Number Employed	1	2	0	0	0	3
Percentage of Category	33.3%	66.7%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	60	19	3	3	2	59
Percentage of Category Totals	69.0%	21.8%	3.4%	3.4%	2.3%	67.8%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Environmental Quality

Workforce Distribution Chart

Total Agency Employees: 613

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				48		
Number Employed	44	2	1	1	0	19
Percentage of Category	91.7%	4.2%	2.1%	2.1%	0.0%	39.6%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				495		
Number Employed	360	49	30	8	48	237
Percentage of Category	72.7%	9.9%	6.1%	1.6%	9.7%	47.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				15		
Number Employed	13	1	0	0	1	3
Percentage of Category	86.7%	6.7%	0.0%	0.0%	6.7%	20.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				10		
Number Employed	7	2	1	0	0	8
Percentage of Category	70.0%	20.0%	10.0%	0.0%	0.0%	80.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				45		
Number Employed	25	10	8	1	1	36
Percentage of Category	55.6%	22.2%	17.8%	2.2%	2.2%	80.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	449	64	40	10	50	303
Percentage of Category Totals	73.2%	10.4%	6.5%	1.6%	8.2%	49.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Game and Fish Department

Workforce Distribution Chart

Total Agency Employees: 577

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				28		
Number Employed	23	5	0	0	0	7
Percentage of Category	82.1%	17.9%	0.0%	0.0%	0.0%	25.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				385		
Number Employed	355	18	6	2	4	117
Percentage of Category	92.2%	4.7%	1.6%	0.5%	1.0%	30.4%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				7		
Number Employed	6	0	0	0	1	3
Percentage of Category	85.7%	0.0%	0.0%	0.0%	14.3%	42.9%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				15		
Number Employed	13	2	0	0	0	2
Percentage of Category	86.7%	13.3%	0.0%	0.0%	0.0%	13.3%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				83		
Number Employed	70	9	1	2	1	68
Percentage of Category	84.3%	10.8%	1.2%	2.4%	1.2%	81.9%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				27		
Number Employed	18	8	0	1	0	23
Percentage of Category	66.7%	29.6%	0.0%	3.7%	0.0%	85.2%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				18		
Number Employed	18	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				14		
Number Employed	13	0	0	1	0	0
Percentage of Category	92.9%	0.0%	0.0%	7.1%	0.0%	0.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	516	42	7	6	6	220
Percentage of Category Totals	89.4%	7.3%	1.2%	1.0%	1.0%	38.1%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Gaming

Workforce Distribution Chart

Total Agency Employees: 99

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				7		
Number Employed	4	2	0	0	1	3
Percentage of Category	57.1%	28.6%	0.0%	0.0%	14.3%	42.9%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				29		
Number Employed	24	2	1	1	1	15
Percentage of Category	82.8%	6.9%	3.4%	3.4%	3.4%	51.7%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				7		
Number Employed	2	4	0	1	0	0
Percentage of Category	28.6%	57.1%	0.0%	14.3%	0.0%	0.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				34		
Number Employed	22	7	5	0	0	4
Percentage of Category	64.7%	20.6%	14.7%	0.0%	0.0%	11.8%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed	0	0	0	0	0	1
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				1		
Number Employed	0	1	0	0	0	0
Percentage of Category	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				21		
Number Employed	13	4	3	1	0	18
Percentage of Category	61.9%	19.0%	14.3%	4.8%	0.0%	85.7%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	65	20	9	3	2	41
Percentage of Category Totals	65.7%	20.2%	9.1%	3.0%	2.0%	41.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Health Care Cost Containment System

Workforce Distribution Chart

Total Agency Employees: 1,294

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				89		
Number Employed	68	14	4	2	1	53
Percentage of Category	76.4%	15.7%	4.5%	2.2%	1.1%	59.6%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				776		
Number Employed	475	186	61	30	24	557
Percentage of Category	61.2%	24.0%	7.9%	3.9%	3.1%	71.8%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				16		
Number Employed	13	0	2	0	1	4
Percentage of Category	81.3%	0.0%	12.5%	0.0%	6.3%	25.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				383		
Number Employed	124	191	49	14	5	327
Percentage of Category	32.4%	49.9%	12.8%	3.7%	1.3%	85.4%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				30		
Number Employed	12	10	3	3	2	30
Percentage of Category	40.0%	33.3%	10.0%	10.0%	6.7%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	692	401	119	49	33	971
Percentage of Category Totals	53.5%	31.0%	9.2%	3.8%	2.6%	75.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Housing

Workforce Distribution Chart

Total Agency Employees: 63

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				4		
Number Employed	3	0	1	0	0	4
Percentage of Category	75.0%	0.0%	25.0%	0.0%	0.0%	100.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				57		
Number Employed	37	14	2	2	2	47
Percentage of Category	64.9%	24.6%	3.5%	3.5%	3.5%	82.5%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				2		
Number Employed	1	1	0	0	0	2
Percentage of Category	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	41	15	3	2	2	53
Percentage of Category Totals	65.1%	23.8%	4.8%	3.2%	3.2%	84.1%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Health Services

Workforce Distribution Chart

Total Agency Employees: 1,731

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				148		
Number Employed	119	18	5	1	5	99
Percentage of Category	80.4%	12.2%	3.4%	0.7%	3.4%	66.9%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				1,047		
Number Employed	754	149	69	27	48	732
Percentage of Category	72.0%	14.2%	6.6%	2.6%	4.6%	69.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				272		
Number Employed	148	42	66	10	6	109
Percentage of Category	54.4%	15.4%	24.3%	3.7%	2.2%	40.1%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				89		
Number Employed	53	17	17	1	1	12
Percentage of Category	59.6%	19.1%	19.1%	1.1%	1.1%	13.5%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				89		
Number Employed	39	33	11	4	2	76
Percentage of Category	43.8%	37.1%	12.4%	4.5%	2.2%	85.4%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				80		
Number Employed	23	36	13	5	3	70
Percentage of Category	28.8%	45.0%	16.3%	6.3%	3.8%	87.5%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				6		
Number Employed	1	4	1	0	0	3
Percentage of Category	16.7%	66.7%	16.7%	0.0%	0.0%	50.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	1,137	299	182	48	65	1,101
Percentage of Category Totals	65.7%	17.3%	10.5%	2.8%	3.8%	63.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Industrial Commission of Arizona

Workforce Distribution Chart

Total Agency Employees: 265

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				36		
Number Employed	31	5	0	0	0	4
Percentage of Category	86.1%	13.9%	0.0%	0.0%	0.0%	11.1%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				110		
Number Employed	69	30	7	1	3	64
Percentage of Category	62.7%	27.3%	6.4%	0.9%	2.7%	58.2%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				9		
Number Employed	8	1	0	0	0	1
Percentage of Category	88.9%	11.1%	0.0%	0.0%	0.0%	11.1%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				7		
Number Employed	0	5	0	1	1	7
Percentage of Category	0.0%	71.4%	0.0%	14.3%	14.3%	100.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				100		
Number Employed	30	51	12	4	3	92
Percentage of Category	30.0%	51.0%	12.0%	4.0%	3.0%	92.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				3		
Number Employed	2	1	0	0	0	0
Percentage of Category	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	140	93	19	6	7	168
Percentage of Category Totals	52.8%	35.1%	7.2%	2.3%	2.6%	63.4%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Insurance

Workforce Distribution Chart

Total Agency Employees: 138

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				25		
Number Employed	24	1	0	0	0	10
Percentage of Category	96.0%	4.0%	0.0%	0.0%	0.0%	40.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				82		
Number Employed	63	11	5	2	1	59
Percentage of Category	76.8%	13.4%	6.1%	2.4%	1.2%	72.0%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				11		
Number Employed	11	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				3		
Number Employed	1	2	0	0	0	2
Percentage of Category	33.3%	66.7%	0.0%	0.0%	0.0%	66.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				17		
Number Employed	8	3	6	0	0	15
Percentage of Category	47.1%	17.6%	35.3%	0.0%	0.0%	88.2%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	107	17	11	2	1	86
Percentage of Category Totals	77.5%	12.3%	8.0%	1.4%	0.7%	62.3%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona State Library, Archives and Public Records

Workforce Distribution Chart

Total Agency Employees: 98

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				11		
Number Employed	10	0	0	0	1	6
Percentage of Category	90.9%	0.0%	0.0%	0.0%	9.1%	54.5%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				38		
Number Employed	35	1	1	0	1	28
Percentage of Category	92.1%	2.6%	2.6%	0.0%	2.6%	73.7%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				9		
Number Employed	5	3	0	0	1	5
Percentage of Category	55.6%	33.3%	0.0%	0.0%	11.1%	55.6%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				4		
Number Employed	1	1	1	0	1	2
Percentage of Category	25.0%	25.0%	25.0%	0.0%	25.0%	50.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				13		
Number Employed	10	3	0	0	0	12
Percentage of Category	76.9%	23.1%	0.0%	0.0%	0.0%	92.3%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				16		
Number Employed	10	5	1	0	0	11
Percentage of Category	62.5%	31.3%	6.3%	0.0%	0.0%	68.8%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				7		
Number Employed	1	3	2	1	0	1
Percentage of Category	14.3%	42.9%	28.6%	14.3%	0.0%	14.3%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	72	16	5	1	4	65
Percentage of Category Totals	73.5%	16.3%	5.1%	1.0%	4.1%	66.3%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

State Land Department

Workforce Distribution Chart

Total Agency Employees: 185

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				38		
Number Employed	35	3	0	0	0	5
Percentage of Category	92.1%	7.9%	0.0%	0.0%	0.0%	13.2%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				96		
Number Employed	79	6	3	1	7	43
Percentage of Category	82.3%	6.3%	3.1%	1.0%	7.3%	44.8%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				10		
Number Employed	10	0	0	0	0	6
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	60.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				22		
Number Employed	20	2	0	0	0	5
Percentage of Category	90.9%	9.1%	0.0%	0.0%	0.0%	22.7%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				17		
Number Employed	13	2	0	1	1	15
Percentage of Category	76.5%	11.8%	0.0%	5.9%	5.9%	88.2%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				2		
Number Employed	2	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	159	13	3	2	8	74
Percentage of Category Totals	85.9%	7.0%	1.6%	1.1%	4.3%	40.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Lottery

Workforce Distribution Chart

Total Agency Employees: 100

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				9		
Number Employed	8	1	0	0	0	6
Percentage of Category	88.9%	11.1%	0.0%	0.0%	0.0%	66.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				48		
Number Employed	37	5	2	1	3	31
Percentage of Category	77.1%	10.4%	4.2%	2.1%	6.3%	64.6%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				5		
Number Employed	5	0	0	0	0	3
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	60.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				6		
Number Employed	4	1	1	0	0	0
Percentage of Category	66.7%	16.7%	16.7%	0.0%	0.0%	0.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				6		
Number Employed	3	3	0	0	0	6
Percentage of Category	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				25		
Number Employed	13	6	4	0	2	11
Percentage of Category	52.0%	24.0%	16.0%	0.0%	8.0%	44.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				1		
Number Employed	0	1	0	0	0	0
Percentage of Category	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	70	17	7	1	5	57
Percentage of Category Totals	70.0%	17.0%	7.0%	1.0%	5.0%	57.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Emergency and Military Affairs

Workforce Distribution Chart

Total Agency Employees: 479

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				28		
Number Employed	24	1	3	0	0	4
Percentage of Category	85.7%	3.6%	10.7%	0.0%	0.0%	14.3%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				183		
Number Employed	133	31	13	2	4	84
Percentage of Category	72.7%	16.9%	7.1%	1.1%	2.2%	45.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				38		
Number Employed	25	8	1	1	3	1
Percentage of Category	65.8%	21.1%	2.6%	2.6%	7.9%	2.6%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				97		
Number Employed	60	28	2	5	2	8
Percentage of Category	61.9%	28.9%	2.1%	5.2%	2.1%	8.2%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				13		
Number Employed	10	2	0	1	0	9
Percentage of Category	76.9%	15.4%	0.0%	7.7%	0.0%	69.2%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				15		
Number Employed	10	4	0	0	1	7
Percentage of Category	66.7%	26.7%	0.0%	0.0%	6.7%	46.7%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				46		
Number Employed	31	13	0	2	0	2
Percentage of Category	67.4%	28.3%	0.0%	4.3%	0.0%	4.3%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				59		
Number Employed	26	26	3	3	1	17
Percentage of Category	44.1%	44.1%	5.1%	5.1%	1.7%	28.8%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	319	113	22	14	11	132
Percentage of Category Totals	66.6%	23.6%	4.6%	2.9%	2.3%	27.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Pioneer's Home

Workforce Distribution Chart

Total Agency Employees: 81

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				4		
Number Employed	4	0	0	0	0	2
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				13		
Number Employed	12	1	0	0	0	10
Percentage of Category	92.3%	7.7%	0.0%	0.0%	0.0%	76.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				4		
Number Employed	3	0	0	0	1	4
Percentage of Category	75.0%	0.0%	0.0%	0.0%	25.0%	100.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				24		
Number Employed	17	5	1	1	0	19
Percentage of Category	70.8%	20.8%	4.2%	4.2%	0.0%	79.2%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				4		
Number Employed	4	0	0	0	0	4
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				3		
Number Employed	3	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				29		
Number Employed	18	10	0	1	0	16
Percentage of Category	62.1%	34.5%	0.0%	3.4%	0.0%	55.2%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	61	16	1	2	1	55
Percentage of Category Totals	75.3%	19.8%	1.2%	2.5%	1.2%	67.9%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona State Parks

Workforce Distribution Chart

Total Agency Employees: 276

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				44		
Number Employed	40	4	0	0	0	8
Percentage of Category	90.9%	9.1%	0.0%	0.0%	0.0%	18.2%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				73		
Number Employed	59	9	0	1	4	51
Percentage of Category	80.8%	12.3%	0.0%	1.4%	5.5%	69.9%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				118		
Number Employed	104	14	0	0	0	34
Percentage of Category	88.1%	11.9%	0.0%	0.0%	0.0%	28.8%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				12		
Number Employed	4	6	1	1	0	10
Percentage of Category	33.3%	50.0%	8.3%	8.3%	0.0%	83.3%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				8		
Number Employed	7	0	0	0	1	5
Percentage of Category	87.5%	0.0%	0.0%	0.0%	12.5%	62.5%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				2		
Number Employed	2	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				19		
Number Employed	17	2	0	0	0	10
Percentage of Category	89.5%	10.5%	0.0%	0.0%	0.0%	52.6%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	233	35	1	2	5	118
Percentage of Category Totals	84.4%	12.7%	0.4%	0.7%	1.8%	42.8%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Public Safety

Workforce Distribution Chart

Total Agency Employees: 2,043

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				28		
Number Employed	26	2	0	0	0	3
Percentage of Category	92.9%	7.1%	0.0%	0.0%	0.0%	10.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				334		
Number Employed	293	26	6	0	9	155
Percentage of Category	87.7%	7.8%	1.8%	0.0%	2.7%	46.4%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				292		
Number Employed	237	35	8	3	9	145
Percentage of Category	81.2%	12.0%	2.7%	1.0%	3.1%	49.7%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				1,100		
Number Employed	893	162	24	16	5	69
Percentage of Category	81.2%	14.7%	2.2%	1.5%	0.5%	6.3%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				100		
Number Employed	72	18	10	0	0	87
Percentage of Category	72.0%	18.0%	10.0%	0.0%	0.0%	87.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				152		
Number Employed	104	41	5	0	2	129
Percentage of Category	68.4%	27.0%	3.3%	0.0%	1.3%	84.9%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				22		
Number Employed	18	2	1	1	0	0
Percentage of Category	81.8%	9.1%	4.5%	4.5%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				15		
Number Employed	9	5	1	0	0	2
Percentage of Category	60.0%	33.3%	6.7%	0.0%	0.0%	13.3%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	1,652	291	55	20	25	590
Percentage of Category Totals	80.9%	14.2%	2.7%	1.0%	1.2%	28.9%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Real Estate

Workforce Distribution Chart

Total Agency Employees: 58

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				8		
Number Employed	7	0	1	0	0	4
Percentage of Category	87.5%	0.0%	12.5%	0.0%	0.0%	50.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				38		
Number Employed	29	5	4	0	0	23
Percentage of Category	76.3%	13.2%	10.5%	0.0%	0.0%	60.5%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				11		
Number Employed	8	3	0	0	0	9
Percentage of Category	72.7%	27.3%	0.0%	0.0%	0.0%	81.8%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				1		
Number Employed	0	0	0	1	0	1
Percentage of Category	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	44	8	5	1	0	37
Percentage of Category Totals	75.9%	13.8%	8.6%	1.7%	0.0%	63.8%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Registrar of Contractors

Workforce Distribution Chart

Total Agency Employees: 126

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				14		
Number Employed	9	3	1	1	0	5
Percentage of Category	64.3%	21.4%	7.1%	7.1%	0.0%	35.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				69		
Number Employed	50	13	3	2	1	24
Percentage of Category	72.5%	18.8%	4.3%	2.9%	1.4%	34.8%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				2		
Number Employed	2	0	0	0	0	2
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				29		
Number Employed	19	7	2	0	1	27
Percentage of Category	65.5%	24.1%	6.9%	0.0%	3.4%	93.1%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				11		
Number Employed	5	4	1	1	0	11
Percentage of Category	45.5%	36.4%	9.1%	9.1%	0.0%	100.0%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				1		
Number Employed	1	0	0	0	0	1
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	86	27	7	4	2	70
Percentage of Category Totals	68.3%	21.4%	5.6%	3.2%	1.6%	55.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona State Retirement System

Workforce Distribution Chart

Total Agency Employees: 191

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				19		
Number Employed	19	0	0	0	0	7
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	36.8%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				145		
Number Employed	105	22	9	1	8	87
Percentage of Category	72.4%	15.2%	6.2%	0.7%	5.5%	60.0%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				14		
Number Employed	7	5	1	1	0	11
Percentage of Category	50.0%	35.7%	7.1%	7.1%	0.0%	78.6%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				4		
Number Employed	2	2	0	0	0	2
Percentage of Category	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				9		
Number Employed	5	4	0	0	0	5
Percentage of Category	55.6%	44.4%	0.0%	0.0%	0.0%	55.6%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	138	33	10	2	8	112
Percentage of Category Totals	72.3%	17.3%	5.2%	1.0%	4.2%	58.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Revenue

Workforce Distribution Chart

Total Agency Employees: 933

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				76		
Number Employed	58	10	4	2	2	37
Percentage of Category	76.3%	13.2%	5.3%	2.6%	2.6%	48.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				542		
Number Employed	339	110	35	13	45	327
Percentage of Category	62.5%	20.3%	6.5%	2.4%	8.3%	60.3%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				11		
Number Employed	9	0	1	1	0	5
Percentage of Category	81.8%	0.0%	9.1%	9.1%	0.0%	45.5%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				4		
Number Employed	4	0	0	0	0	1
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				164		
Number Employed	80	60	18	4	2	120
Percentage of Category	48.8%	36.6%	11.0%	2.4%	1.2%	73.2%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				133		
Number Employed	46	59	12	11	5	115
Percentage of Category	34.6%	44.4%	9.0%	8.3%	3.8%	86.5%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				1		
Number Employed	1	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				2		
Number Employed	2	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	539	239	70	31	54	605
Percentage of Category Totals	57.8%	25.6%	7.5%	3.3%	5.8%	64.8%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

AZ State Schools for the Deaf and Blind

Workforce Distribution Chart

Total Agency Employees: 643

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				3		
Number Employed	3	0	0	0	0	2
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	66.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				323		
Number Employed	291	15	4	7	6	262
Percentage of Category	90.1%	4.6%	1.2%	2.2%	1.9%	81.1%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				12		
Number Employed	8	1	0	0	3	3
Percentage of Category	66.7%	8.3%	0.0%	0.0%	25.0%	25.0%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				8		
Number Employed	4	4	0	0	0	0
Percentage of Category	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				174		
Number Employed	120	41	6	5	2	153
Percentage of Category	69.0%	23.6%	3.4%	2.9%	1.1%	87.9%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				60		
Number Employed	38	20	1	1	0	56
Percentage of Category	63.3%	33.3%	1.7%	1.7%	0.0%	93.3%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				1		
Number Employed	0	1	0	0	0	0
Percentage of Category	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				62		
Number Employed	26	32	2	1	1	33
Percentage of Category	41.9%	51.6%	3.2%	1.6%	1.6%	53.2%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	490	114	13	14	12	509
Percentage of Category Totals	76.2%	17.7%	2.0%	2.2%	1.9%	79.2%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Arizona Supreme Court

Workforce Distribution Chart

Total Agency Employees: 574

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				243		
Number Employed	209	26	3	1	4	90
Percentage of Category	86.0%	10.7%	1.2%	0.4%	1.6%	37.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				156		
Number Employed	123	15	6	1	11	84
Percentage of Category	78.8%	9.6%	3.8%	0.6%	7.1%	53.8%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				16		
Number Employed	7	5	3	0	1	7
Percentage of Category	43.8%	31.3%	18.8%	0.0%	6.3%	43.8%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				8		
Number Employed	5	3	0	0	0	1
Percentage of Category	62.5%	37.5%	0.0%	0.0%	0.0%	12.5%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				64		
Number Employed	44	11	4	3	2	53
Percentage of Category	68.8%	17.2%	6.3%	4.7%	3.1%	82.8%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				70		
Number Employed	41	20	7	1	1	65
Percentage of Category	58.6%	28.6%	10.0%	1.4%	1.4%	92.9%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				4		
Number Employed	3	1	0	0	0	0
Percentage of Category	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				13		
Number Employed	5	5	3	0	0	4
Percentage of Category	38.5%	38.5%	23.1%	0.0%	0.0%	30.8%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	437	86	26	6	19	304
Percentage of Category Totals	76.1%	15.0%	4.5%	1.0%	3.3%	53.0%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

State of Arizona

Workforce Distribution Chart

Total Agency Employees: 38,800

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				2,330		
Number Employed	1,869	285	110	21	45	1,049
Percentage of Category	80.2%	12.2%	4.7%	0.9%	1.9%	45.0%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				17,040		
Number Employed	11,342	3,404	1,219	478	597	10,946
Percentage of Category	66.6%	20.0%	7.2%	2.8%	3.5%	64.2%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				2,035		
Number Employed	1,219	496	197	71	52	929
Percentage of Category	59.9%	24.4%	9.7%	3.5%	2.6%	45.7%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				8,298		
Number Employed	5,056	2,425	539	175	103	1,956
Percentage of Category	60.9%	29.2%	6.5%	2.1%	1.2%	23.6%
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				4,330		
Number Employed	1,998	1,595	456	211	70	3,605
Percentage of Category	46.1%	36.8%	10.5%	4.9%	1.6%	83.3%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				2,874		
Number Employed	1,455	1,001	229	117	72	2,492
Percentage of Category	50.6%	34.8%	8.0%	4.1%	2.5%	86.7%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				592		
Number Employed	423	132	19	14	4	45
Percentage of Category	71.5%	22.3%	3.2%	2.4%	0.7%	7.6%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				1,301		
Number Employed	684	471	48	90	8	200
Percentage of Category	52.6%	36.2%	3.7%	6.9%	0.6%	15.4%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	24,046	9,809	2,817	1,177	951	21,222
Percentage of Category Totals	62.0%	25.3%	7.3%	3.0%	2.5%	54.7%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census - Special EEO Tabulation. December 2006 ADOA - HRIS data excludes 1603 employees for various reasons. Updated March 2007.

Department of Veteran Services

Workforce Distribution Chart

Total Agency Employees: 250

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				15		
Number Employed	12	1	2	0	0	7
Percentage of Category	80.0%	6.7%	13.3%	0.0%	0.0%	46.7%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				81		
Number Employed	56	8	11	2	4	43
Percentage of Category	69.1%	9.9%	13.6%	2.5%	4.9%	53.1%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				28		
Number Employed	16	3	5	1	3	24
Percentage of Category	57.1%	10.7%	17.9%	3.6%	10.7%	85.7%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				68		
Number Employed	18	17	16	9	8	58
Percentage of Category	26.5%	25.0%	23.5%	13.2%	11.8%	85.3%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				17		
Number Employed	13	4	0	0	0	14
Percentage of Category	76.5%	23.5%	0.0%	0.0%	0.0%	82.4%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				1		
Number Employed	1	0	0	0	0	0
Percentage of Category	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				40		
Number Employed	11	23	5	1	0	23
Percentage of Category	27.5%	57.5%	12.5%	2.5%	0.0%	57.5%
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	127	56	39	13	15	169
Percentage of Category Totals	50.8%	22.4%	15.6%	5.2%	6.0%	67.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

Department of Water Resources

Workforce Distribution Chart

Total Agency Employees: 212

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				35		
Number Employed	32	3	0	0	0	12
Percentage of Category	91.4%	8.6%	0.0%	0.0%	0.0%	34.3%
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				155		
Number Employed	125	17	6	1	6	74
Percentage of Category	80.6%	11.0%	3.9%	0.6%	3.9%	47.7%
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				18		
Number Employed	9	5	1	3	0	15
Percentage of Category	50.0%	27.8%	5.6%	16.7%	0.0%	83.3%
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				1		
Number Employed	0	0	1	0	0	1
Percentage of Category	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				3		
Number Employed	1	2	0	0	0	1
Percentage of Category	33.3%	66.7%	0.0%	0.0%	0.0%	33.3%
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed	0	0	0	0	0	0
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	167	27	8	4	6	103
Percentage of Category Totals	78.8%	12.7%	3.8%	1.9%	2.8%	48.6%
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

(AGENCY)

Workforce Distribution Chart

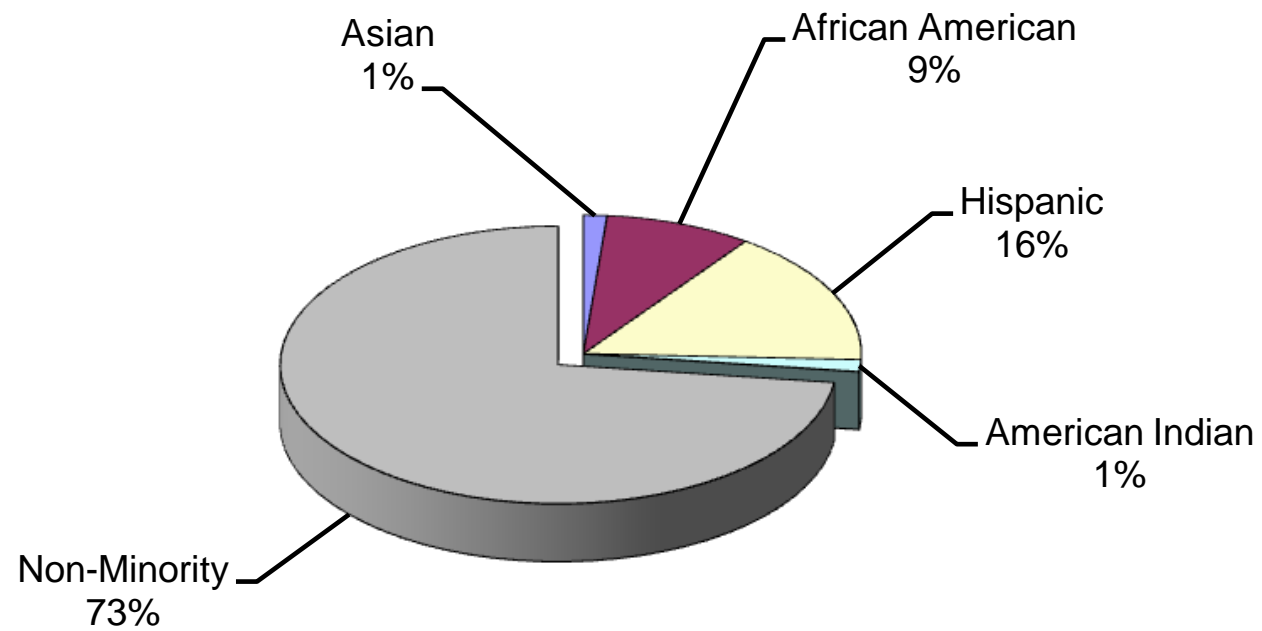
Total Agency Employees: 0

	Non Minority	Hispanic	African American	Native American	Asian	Female
Officials and Administrators Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	81.6%	11.6%	2.4%	2.2%	2.2%	39.5%
Professionals Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	81.1%	9.4%	3.0%	2.5%	4.0%	50.6%
Technicians Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.3%	14.8%	3.5%	3.9%	3.5%	52.6%
Protective Service Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	70.3%	17.4%	5.3%	5.7%	1.3%	19.5%
Paraprofessionals Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	74.1%	14.7%	2.2%	8.3%	0.2%	49.8%
Office and Clerical Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	72.3%	18.3%	3.7%	3.7%	2.0%	66.8%
Skilled Craft Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	61.7%	29.4%	2.0%	5.4%	1.6%	6.3%
Service Maintenance Total:				0		
Number Employed						
Percentage of Category	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Parity for Category ¹	53.4%	35.9%	3.3%	4.9%	2.4%	40.7%
Number Employed Totals	0	0	0	0	0	0
Percentage of Category Totals	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Arizona Civilian Labor Force (CLF) ¹				2,366,375		
CLF	1,626,110	510,240	74,179	93,619	57,924	1,071,554
Percentage of CLF	68.7%	21.6%	3.1%	4.0%	2.4%	45.3%
Parity (80% of CLF)	55.0%	17.2%	2.5%	3.2%	2.0%	36.2%

¹ Prepared by the Governor's Office of Equal Opportunity, March 2007. Data Source: US 2000 Census-Special EEO Tabulation. CY06 HRIS EEO4 exception report excludes employees for various reasons. Updated MAR '07.

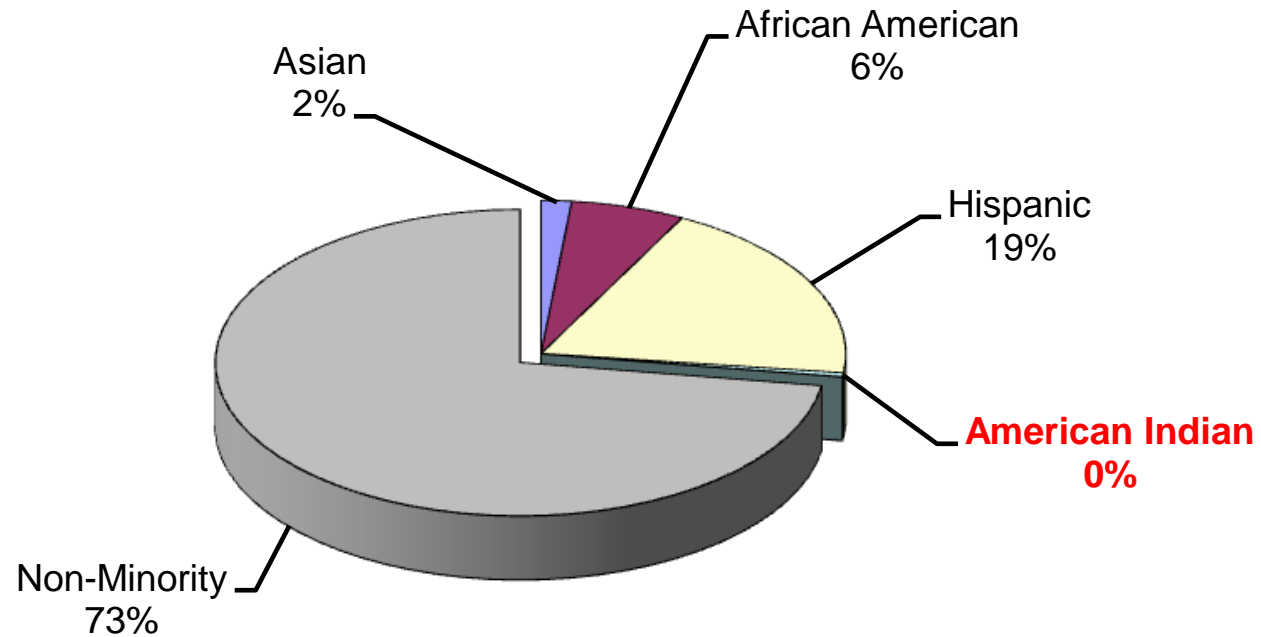
Department of Economic Security

CY06 Utilization of 292 Officials/Administrators

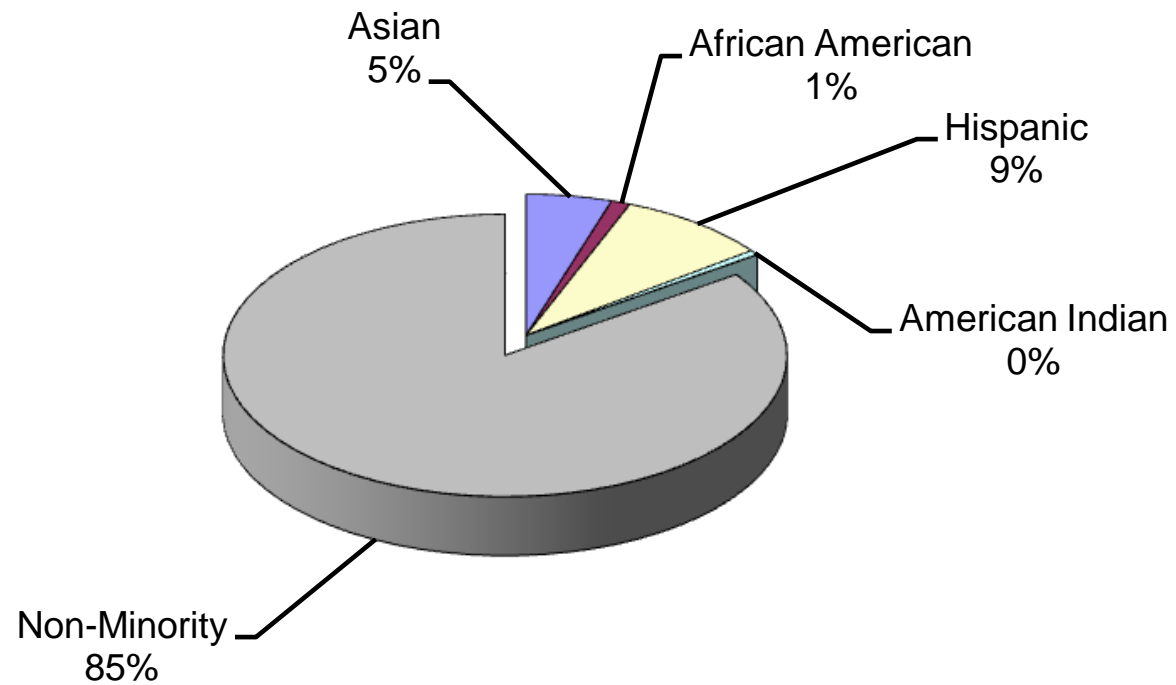


Department of Corrections

CY06 Utilization of 248 Officials/Administrators

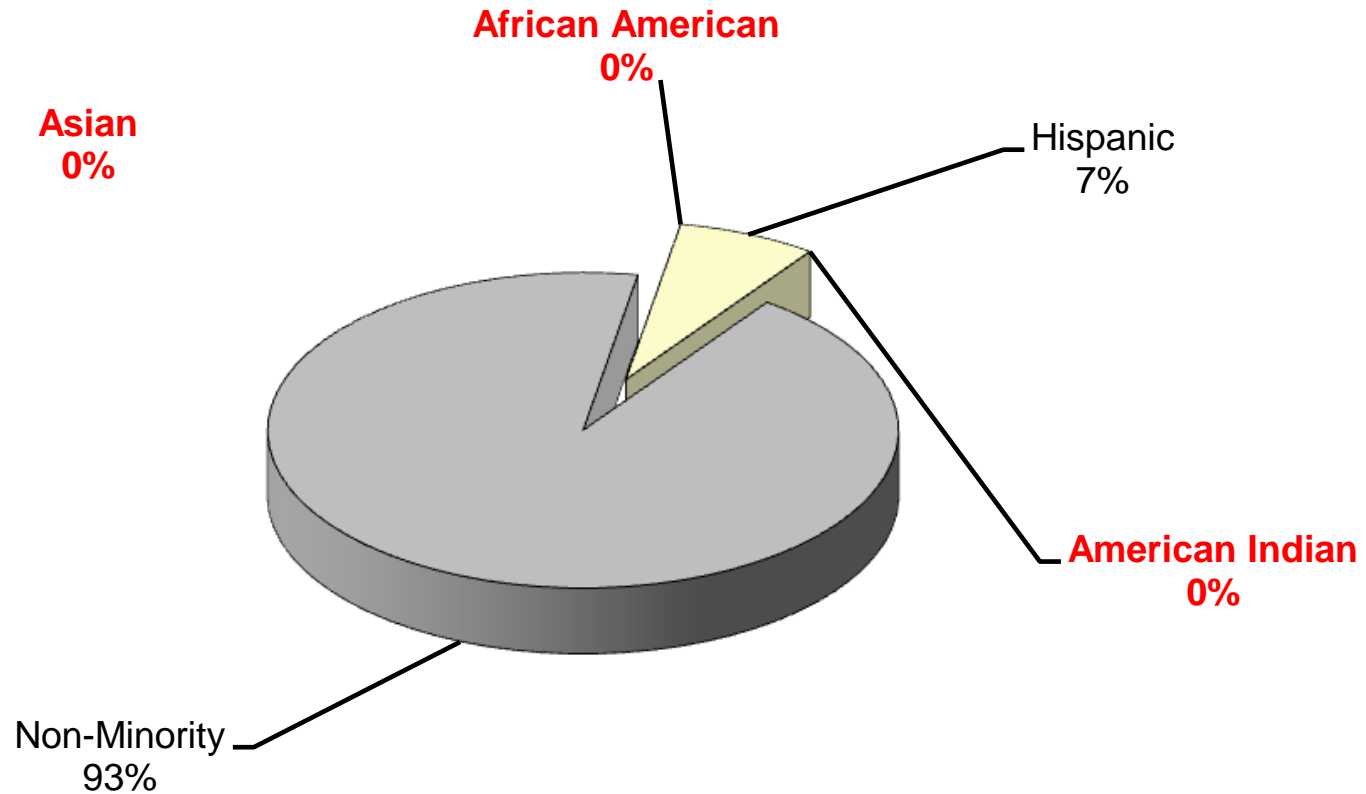


Department of Transportation
CY06 Utilization of 248 Officials/Administrators

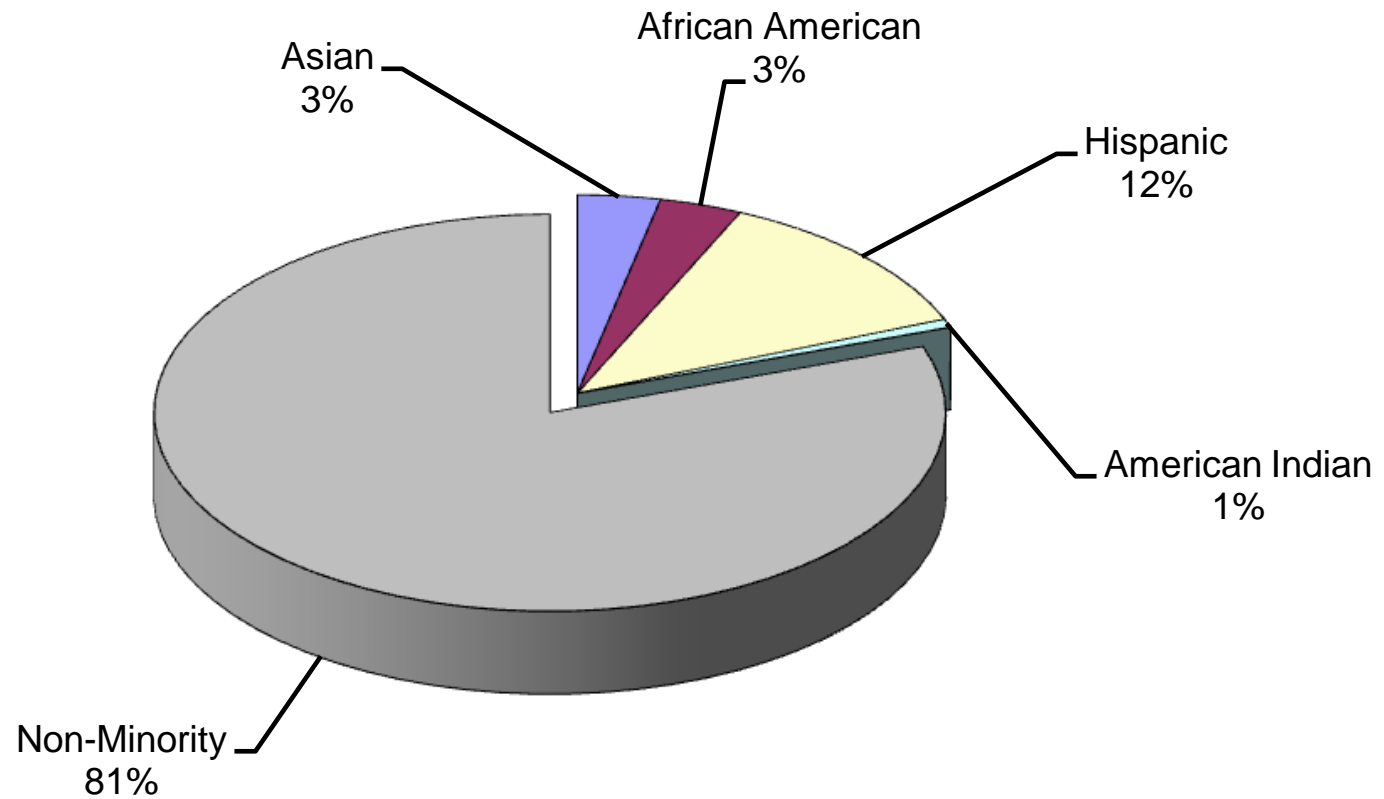


Department of Public Safety

CY06 Utilization of 28 Officials/Administrators

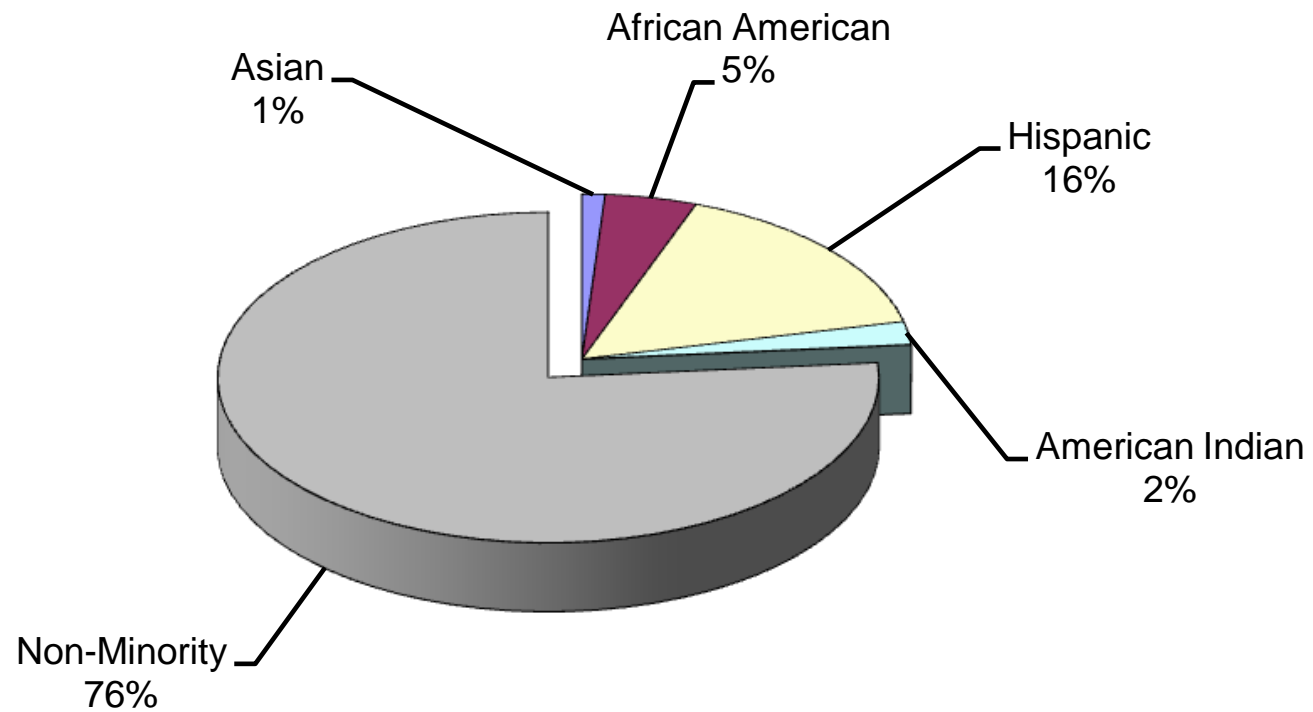


Department of Health Services
CY06 Utilization of 28 Officials/Administrators



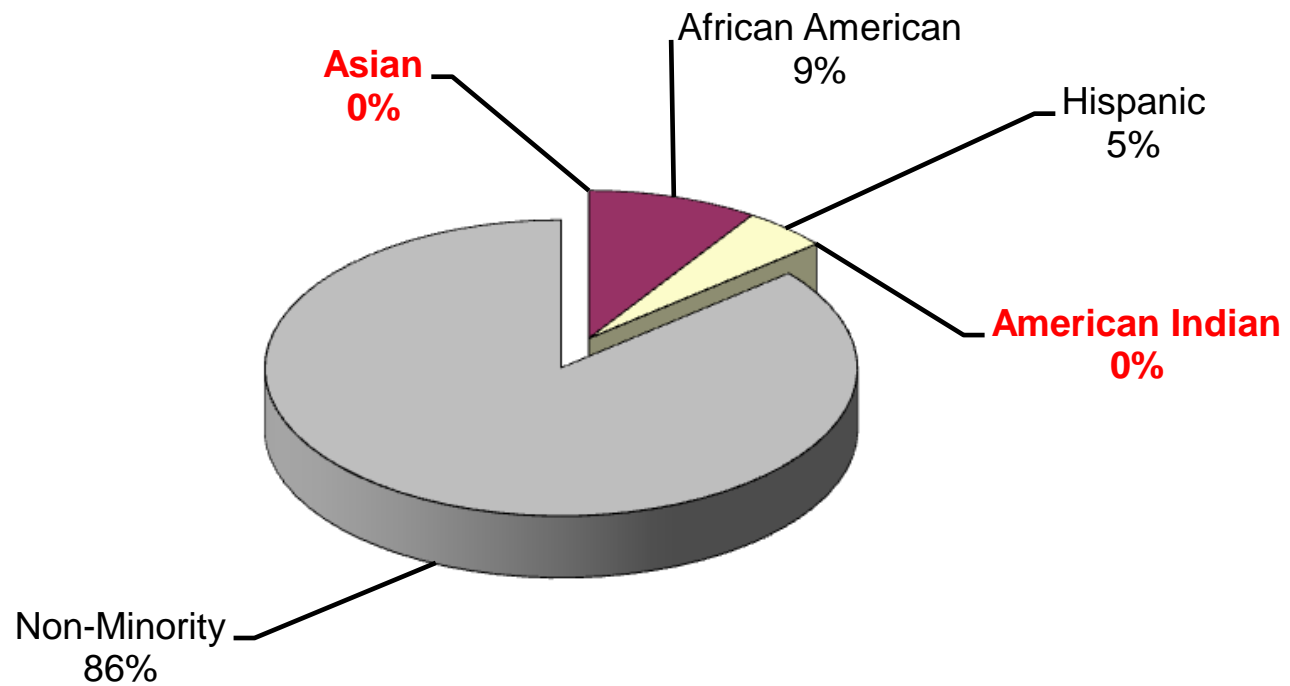
AZ Health Care Cost Containment System

CY06 Utilization of 89 Officials/Administrators



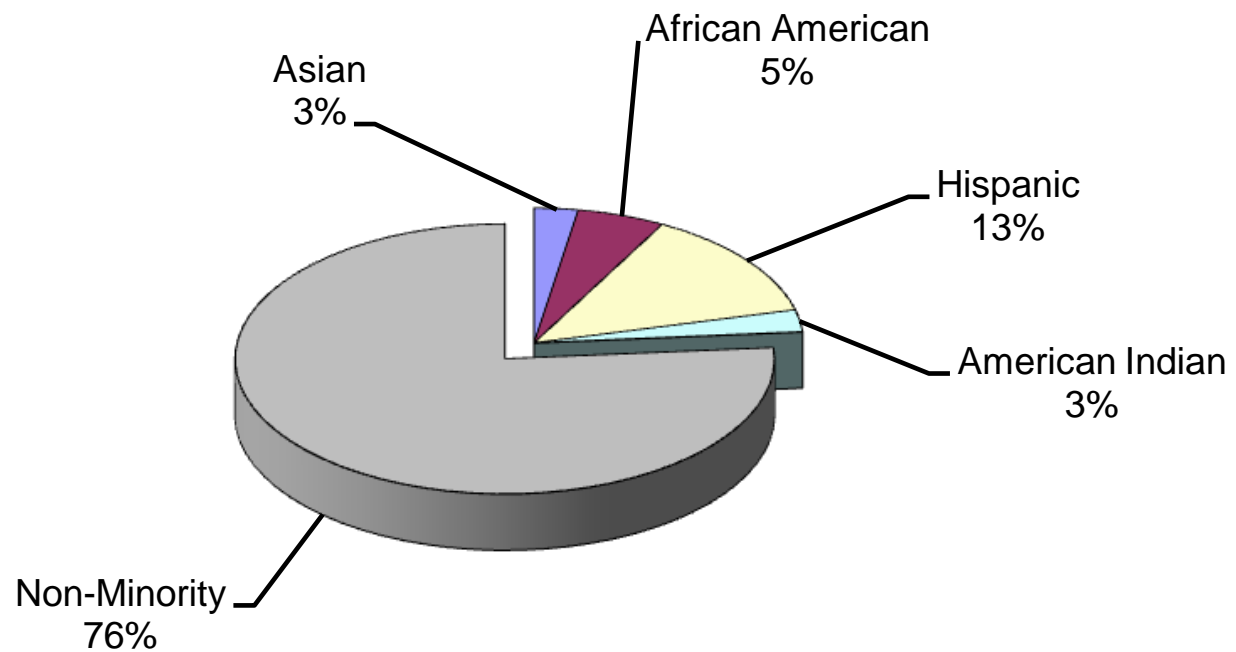
Department of Juvenile Corrections

CY06 Utilization of 43 Officials/Administrators



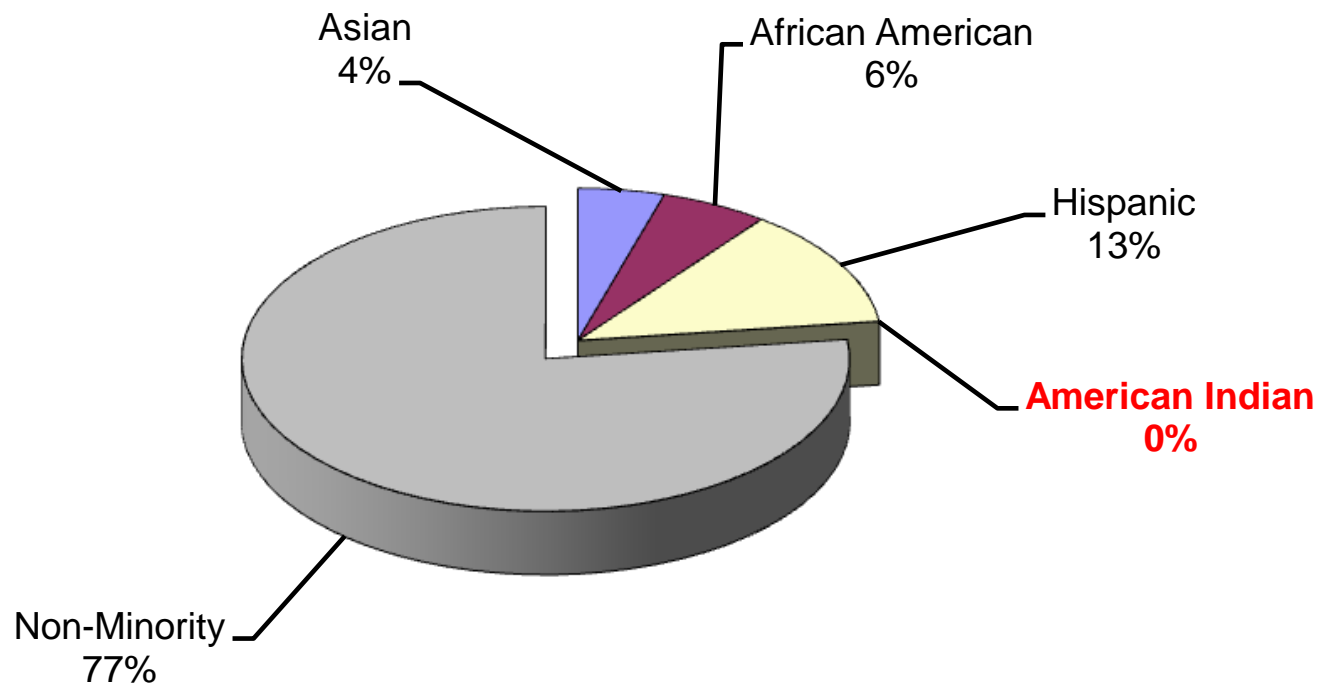
Department of Revenue

CY06 Utilization of 76 Officials/Administrators



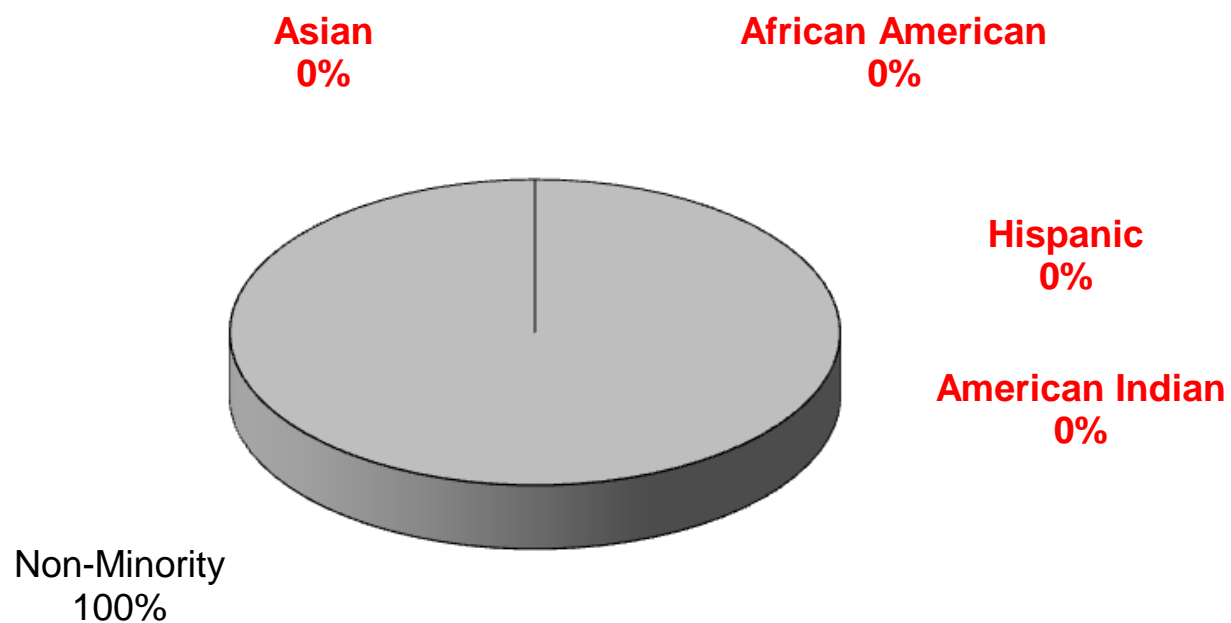
Department of Administration

CY06 Utilization of 87 Officials/Administrators



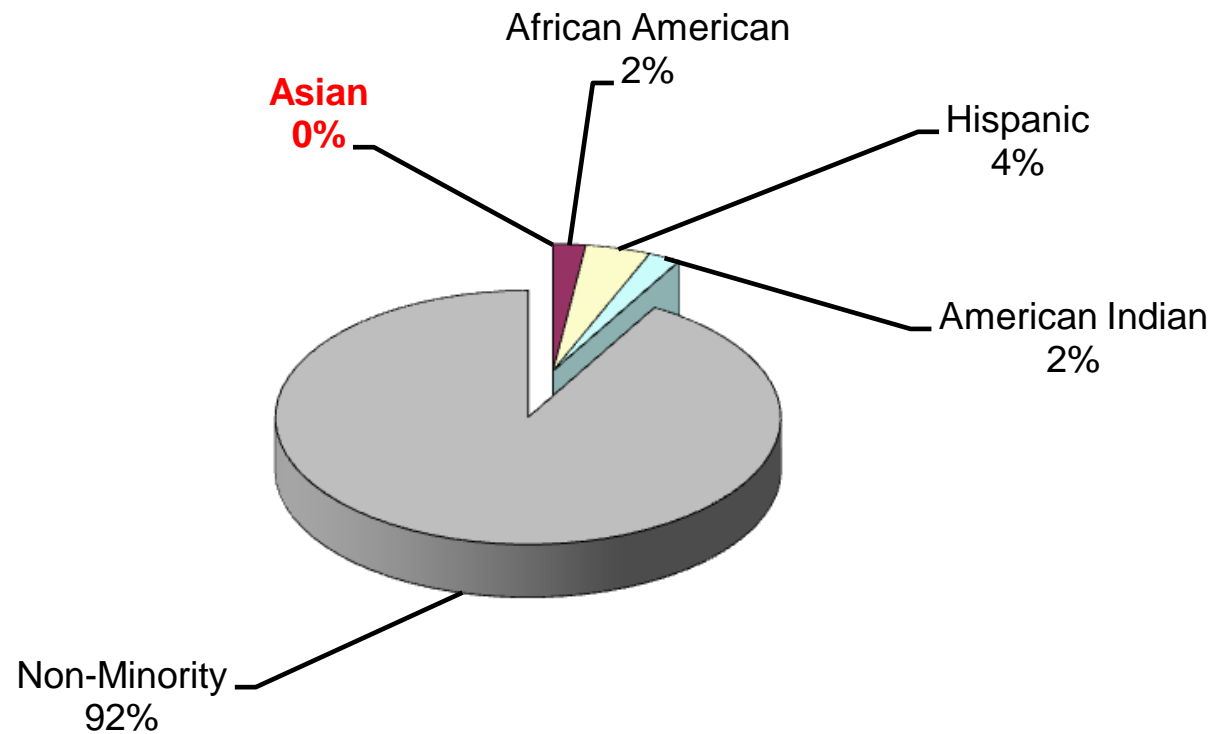
School for the Deaf and Blind

CY06 Utilization of 3 Officials/Administrators



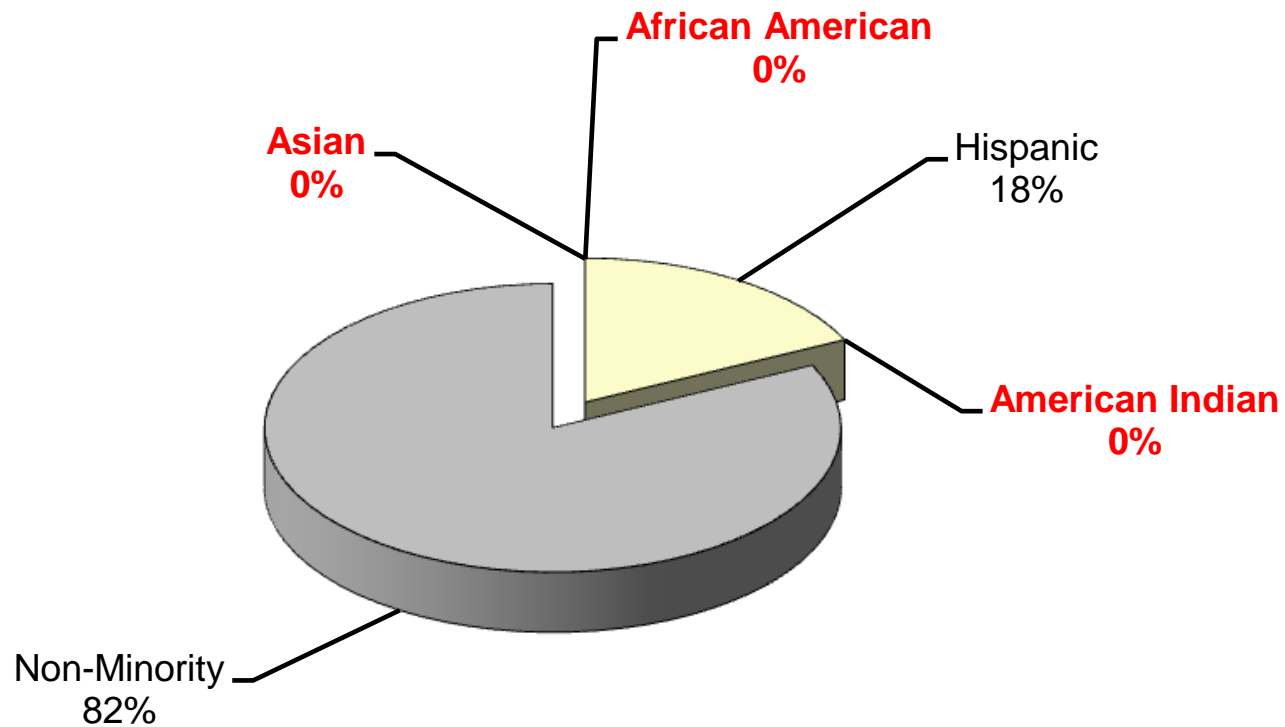
Department of Environmental Quality

CY06 Utilization of 48 Officials/Administrators



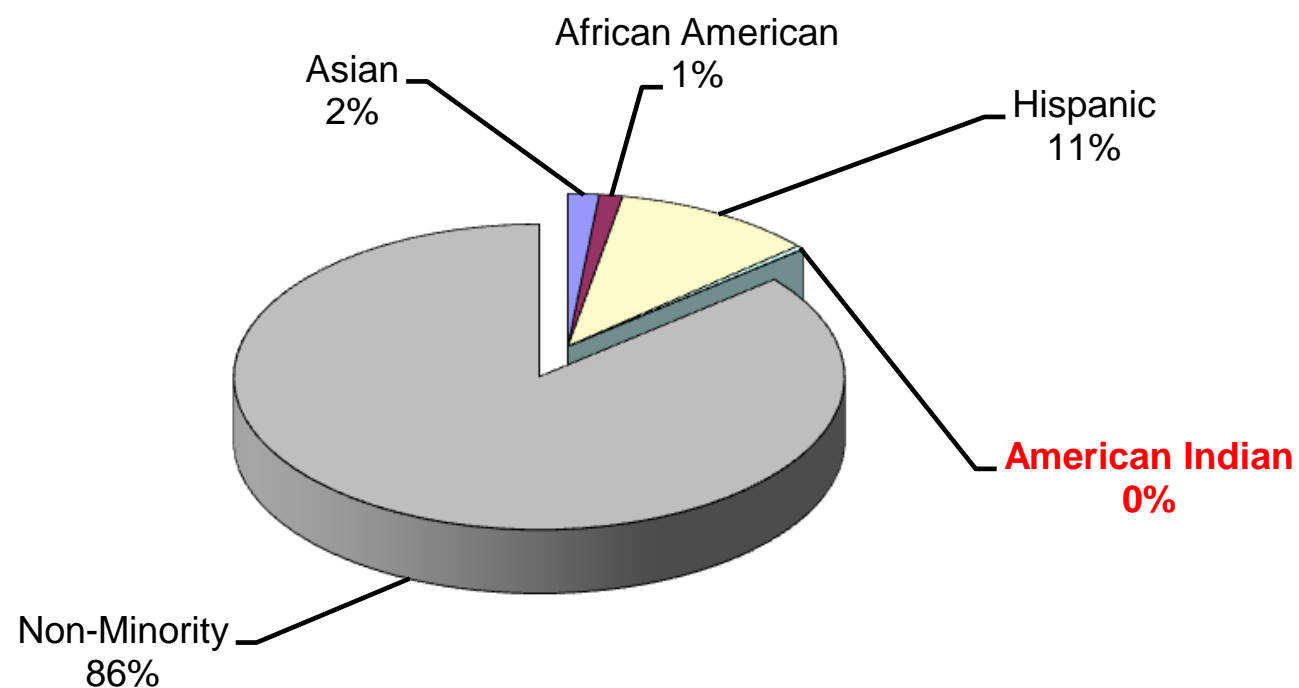
Game and Fish Department

CY06 Utilization of 28 Officials/Administrators



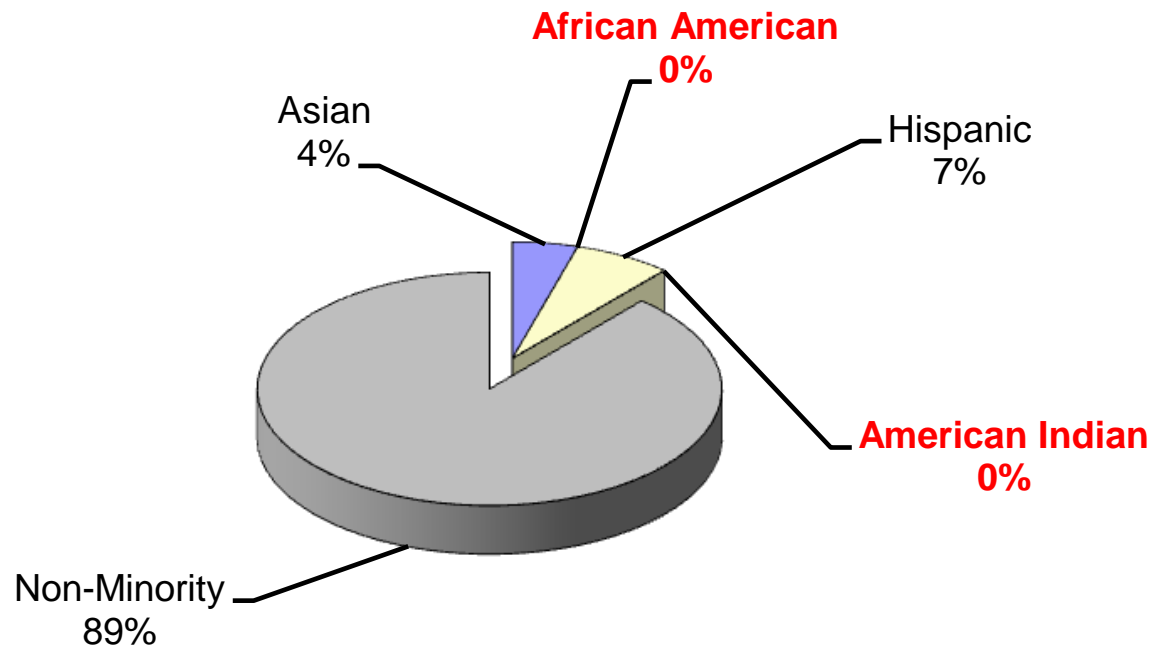
Supreme Court

CY06 Utilization of 243 Officials/Administrators



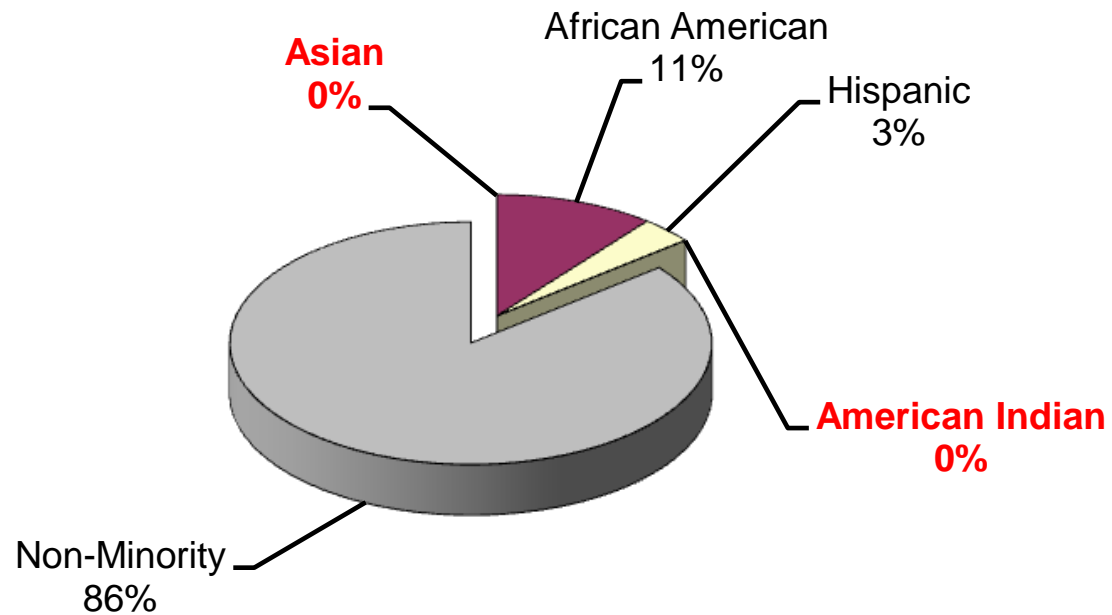
Office of the Attorney General

CY06 Utilization of 44 Officials/Administrators



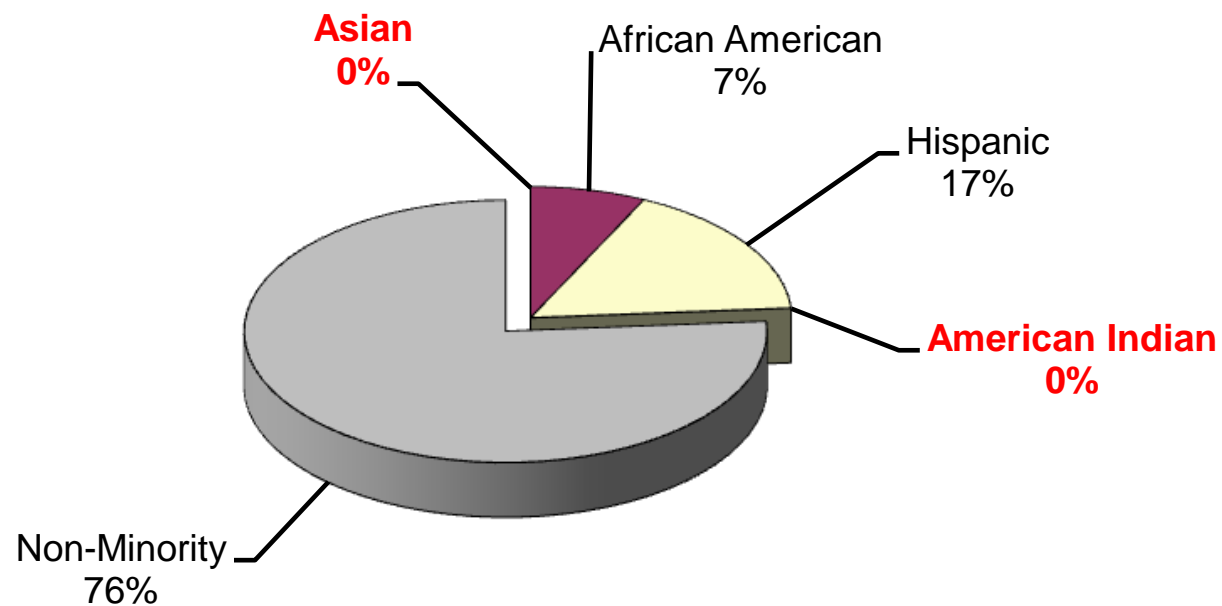
Emergency and Military Affairs

CY06 Utilization of 28 Officials/Administrators



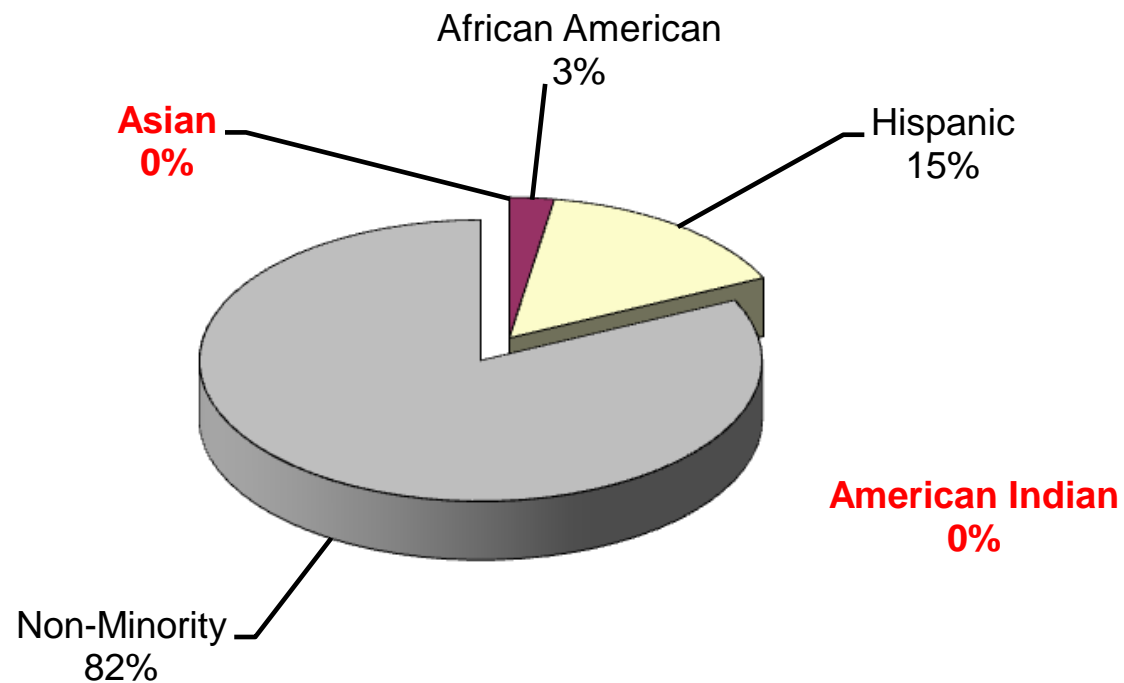
Department of Education

CY06 Utilization of 28 Officials/Administrators



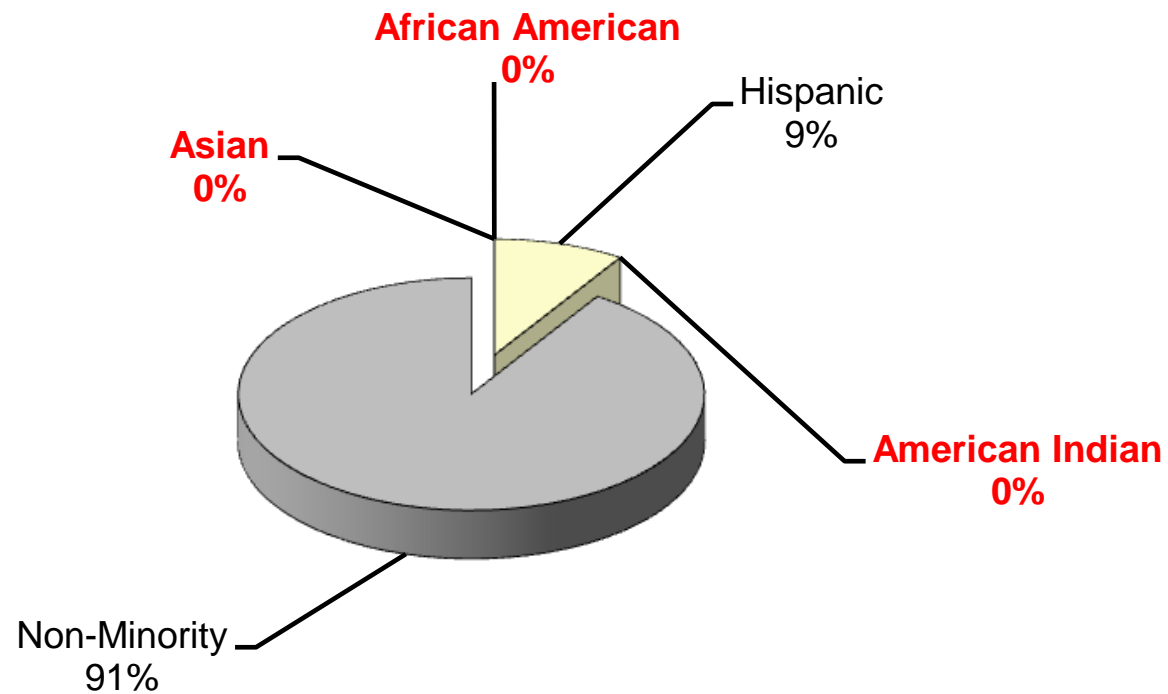
Department of Agriculture

CY06 Utilization of 39 Officials/Administrators



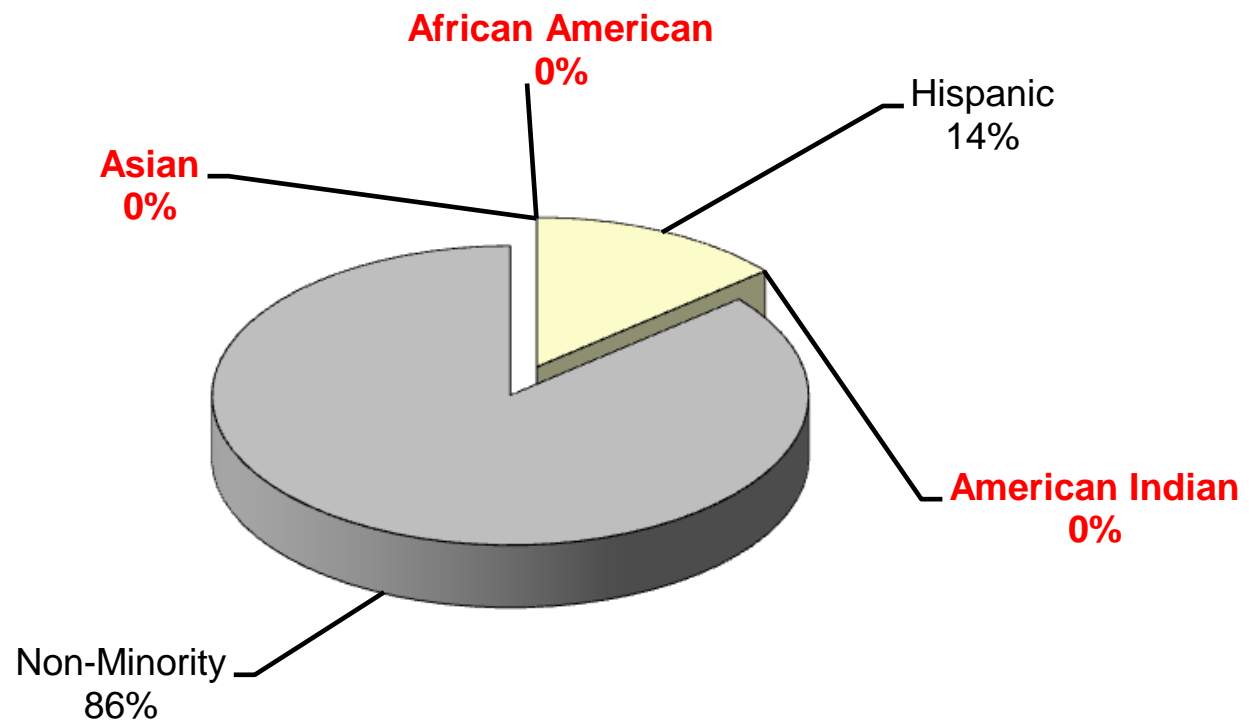
State Parks

CY06 Utilization of 44 Officials/Administrators



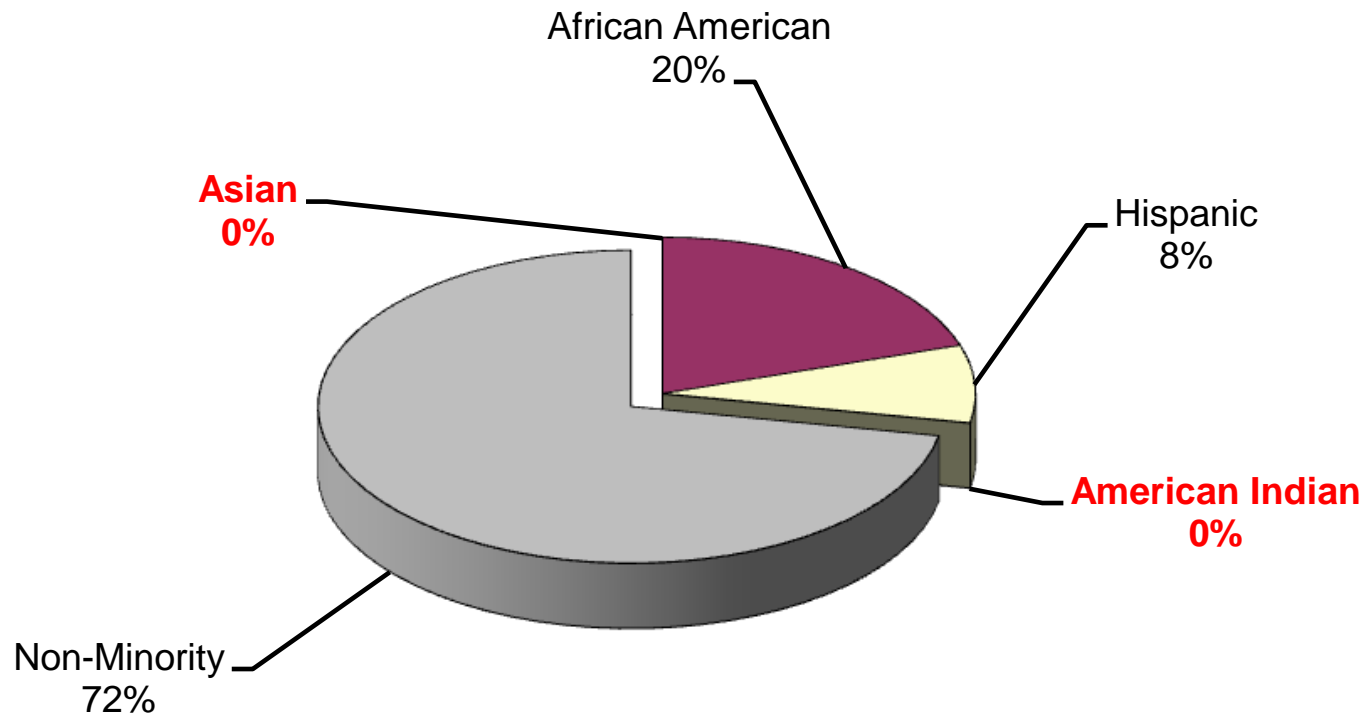
Industrial Commission of Arizona

CY06 Utilization of 36 Officials/Administrators



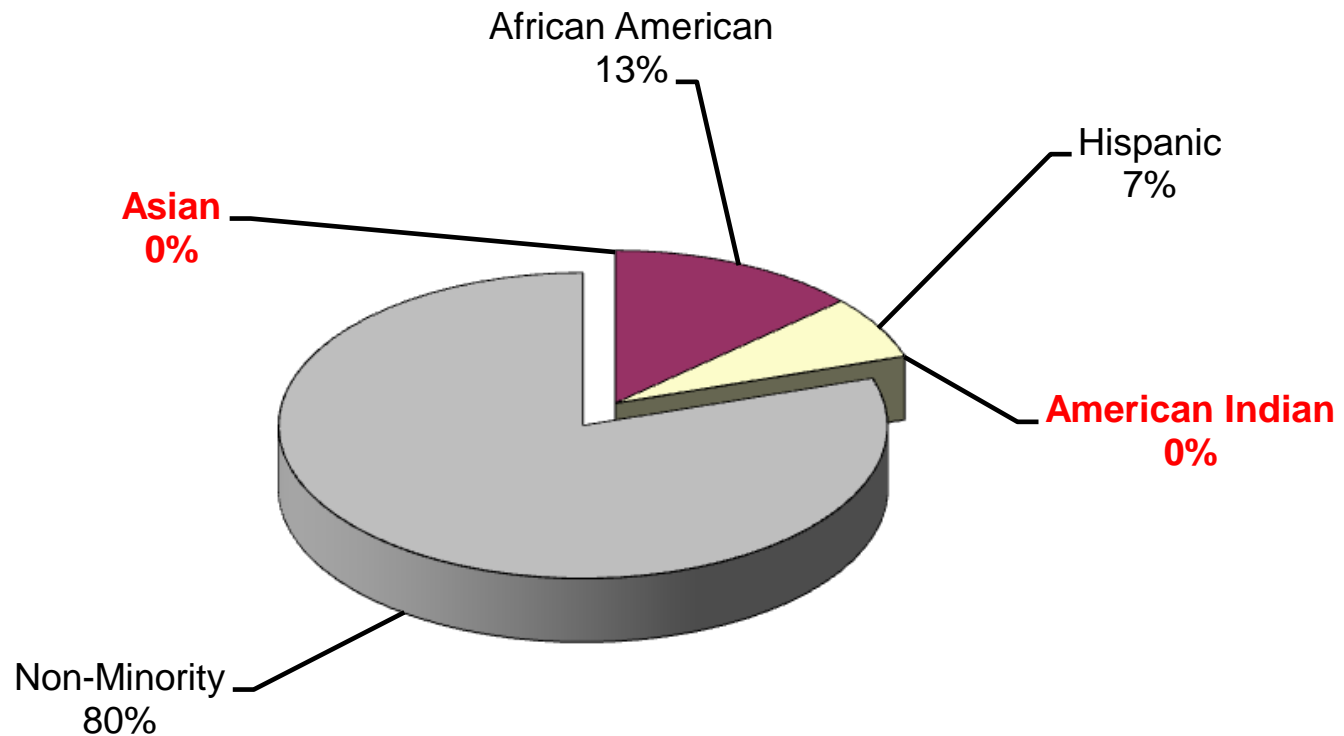
Arizona Corporation Commission

CY06 Utilization of 25 Officials/Administrators



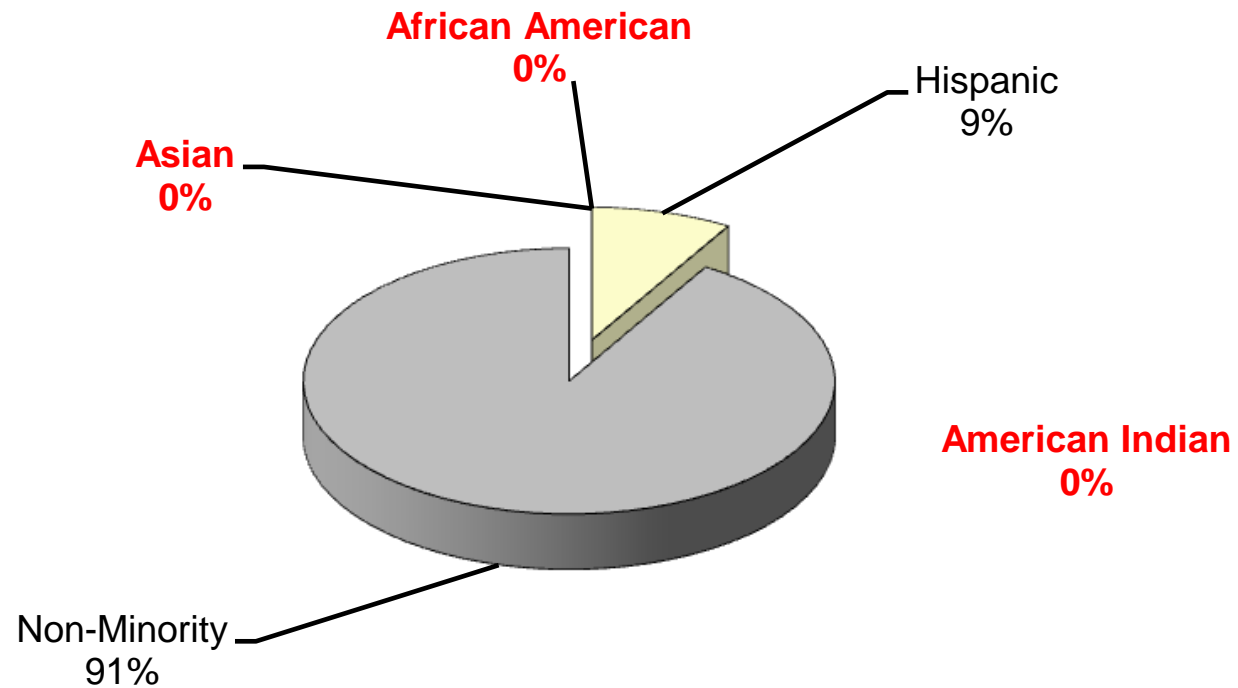
Department of Veteran Services

CY06 Utilization of 15 Officials/Administrators



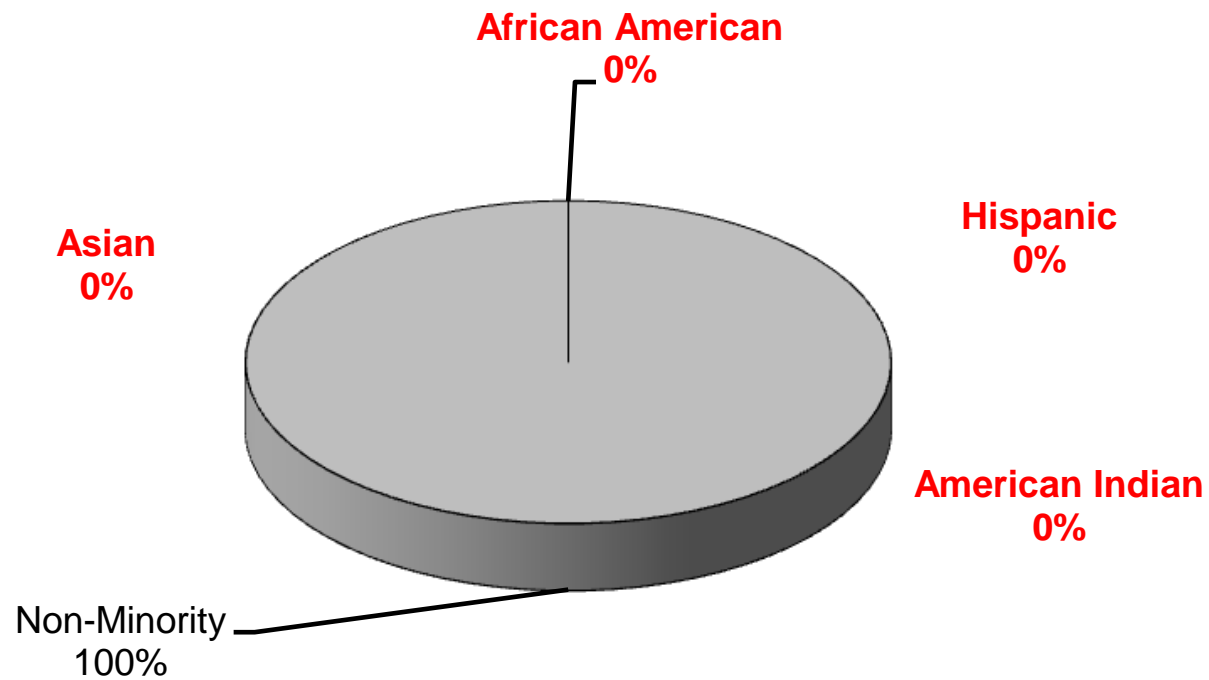
Department of Water Resources

CY06 Utilization of 35 Officials/Administrators



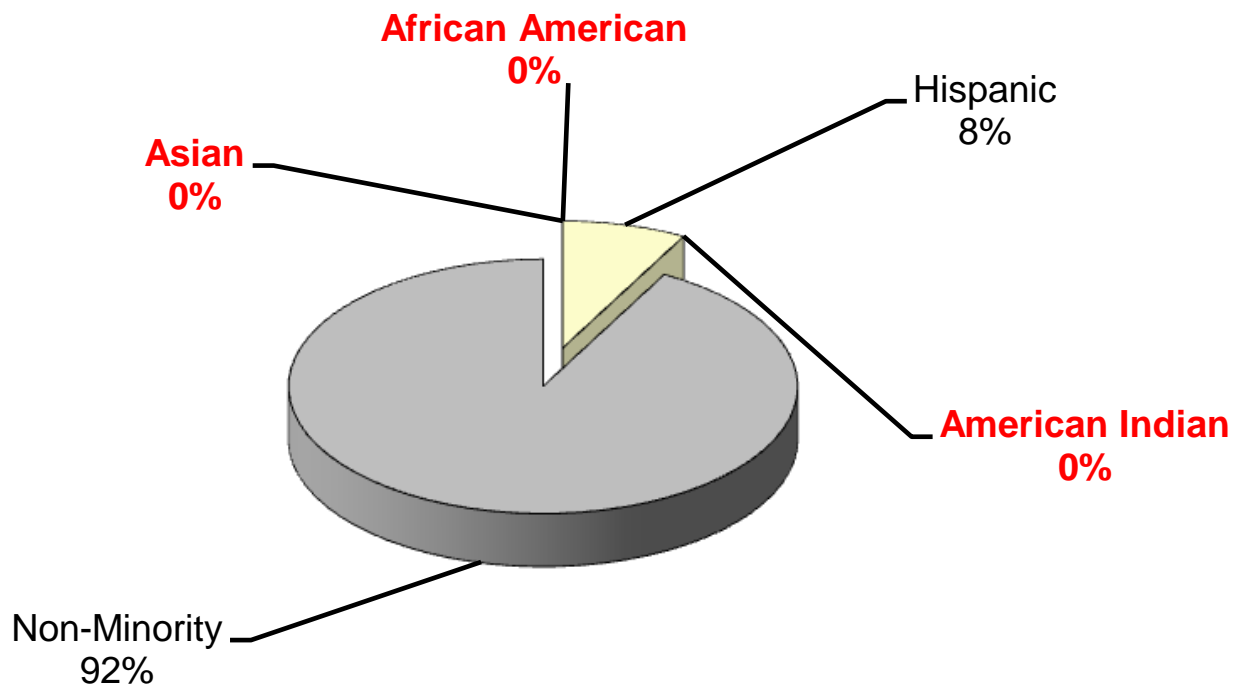
AZ State Retirement System

CY06 Utilization of 19 Officials/Administrators



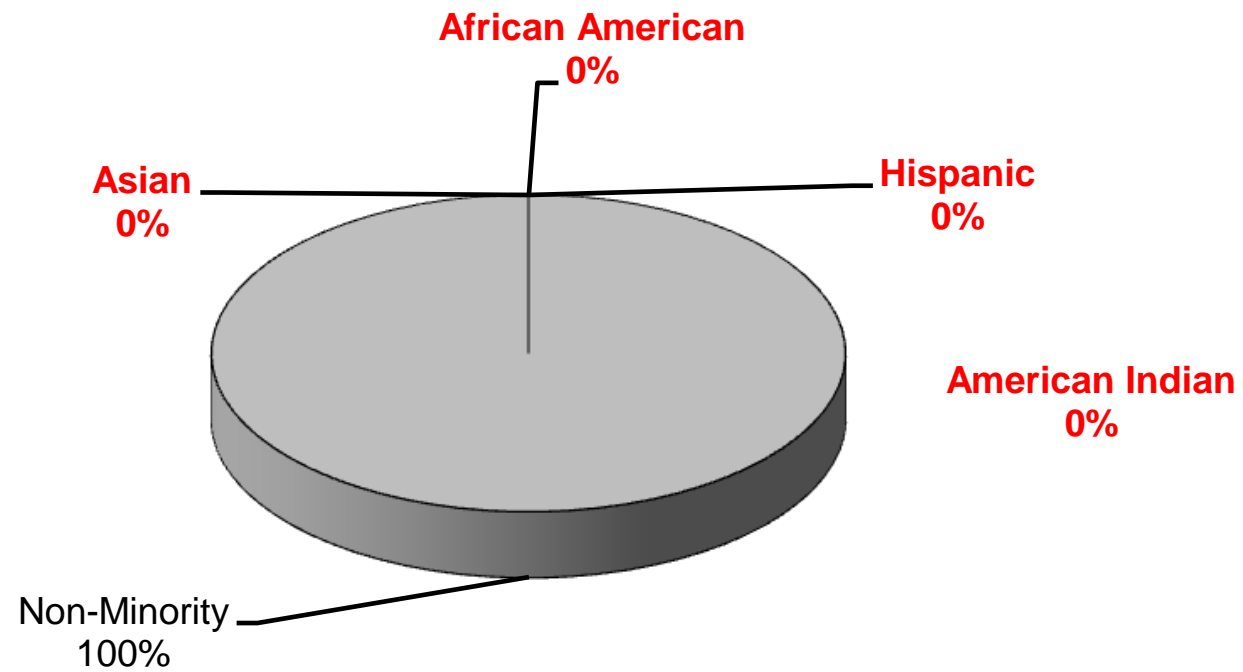
State Land Department

CY06 Utilization of 38 Officials/Administrators



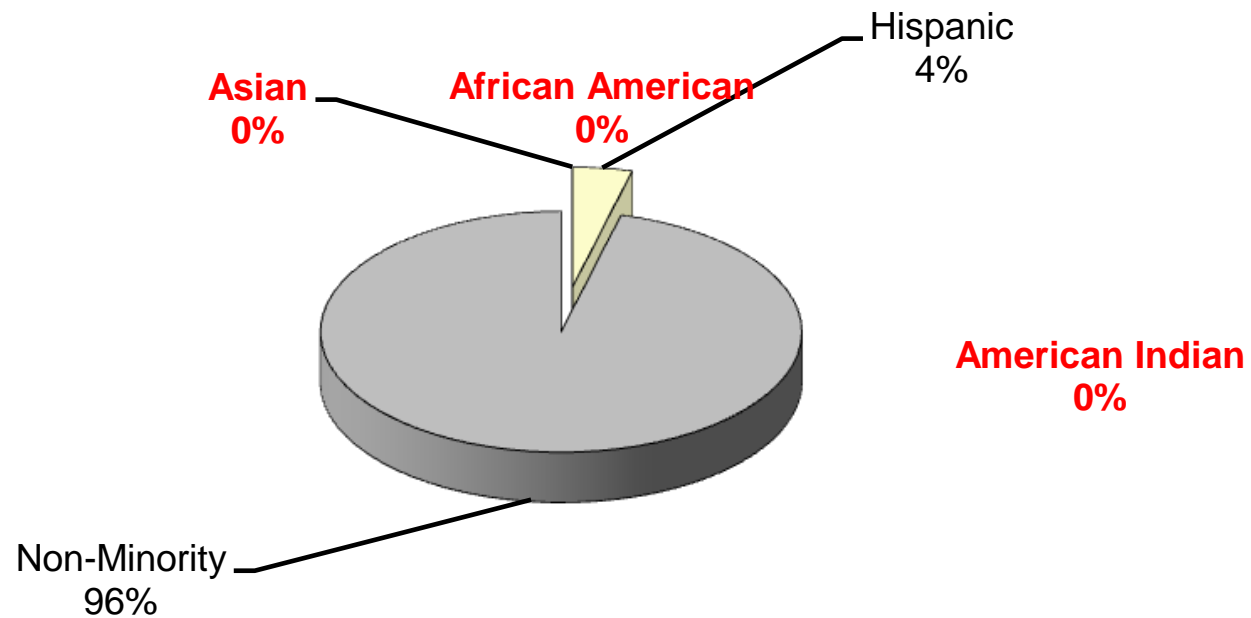
Auditor General

CY06 Utilization of 8 Officials/Administrators



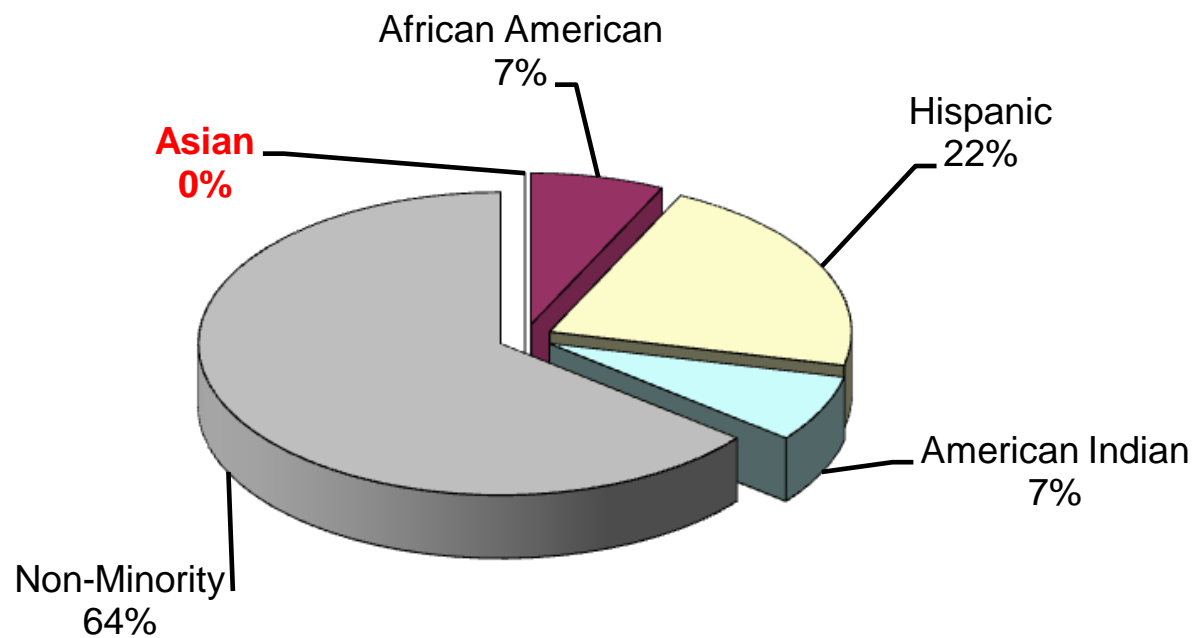
Department of Insurance

CY06 Utilization of 25 Officials/Administrators



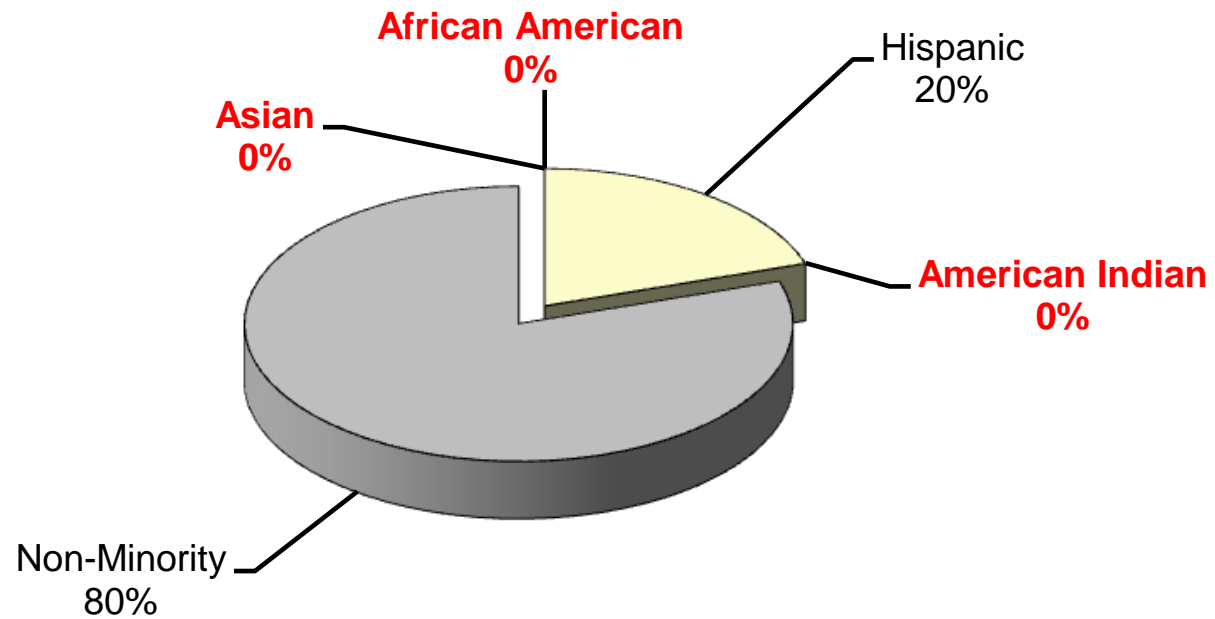
Registrar of Contractors

CY06 Utilization of 14 Officials/Administrators



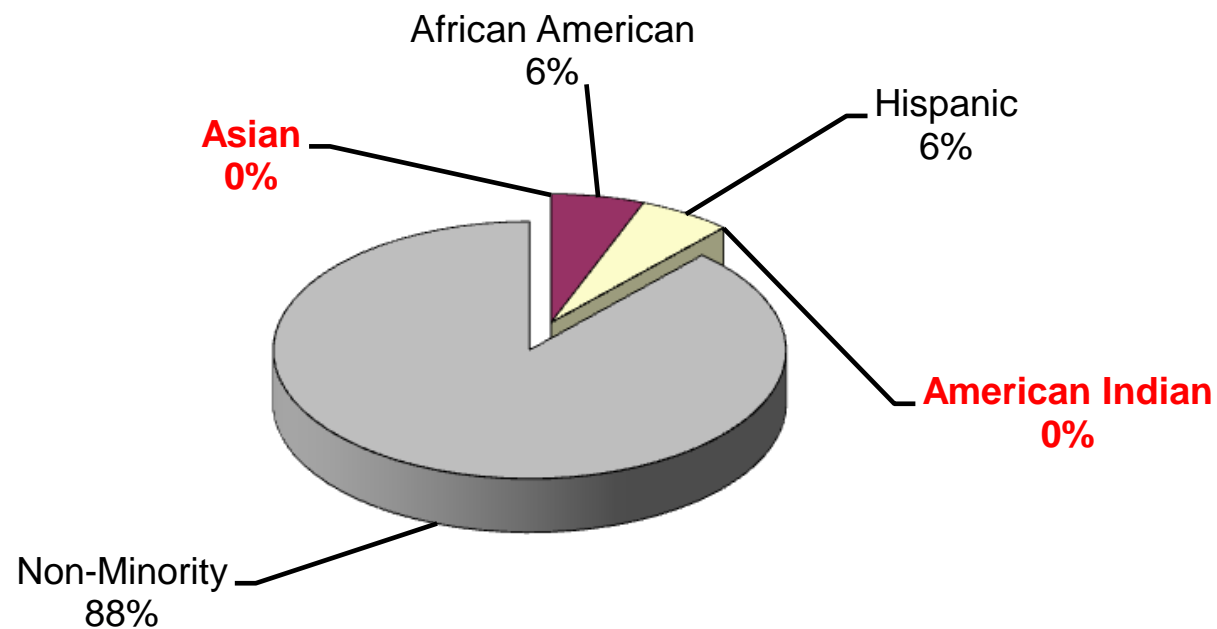
Arizona Lottery

CY06 Utilization of 10 Officials/Administrators



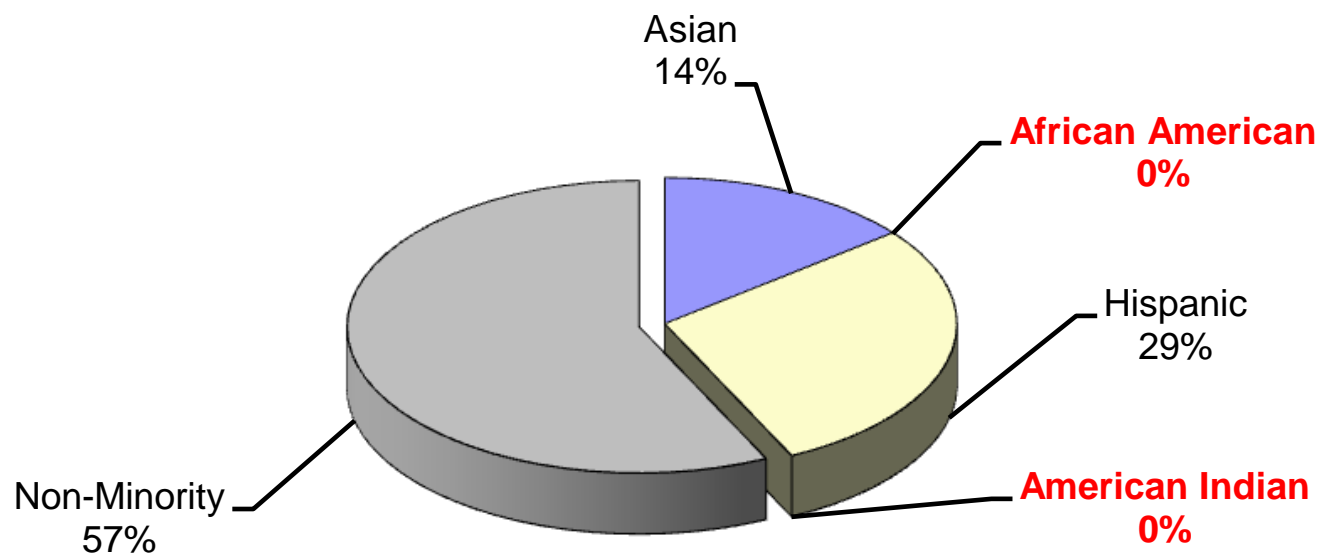
Court of Appeals - Division I

CY06 Utilization of 17 Officials/Administrators



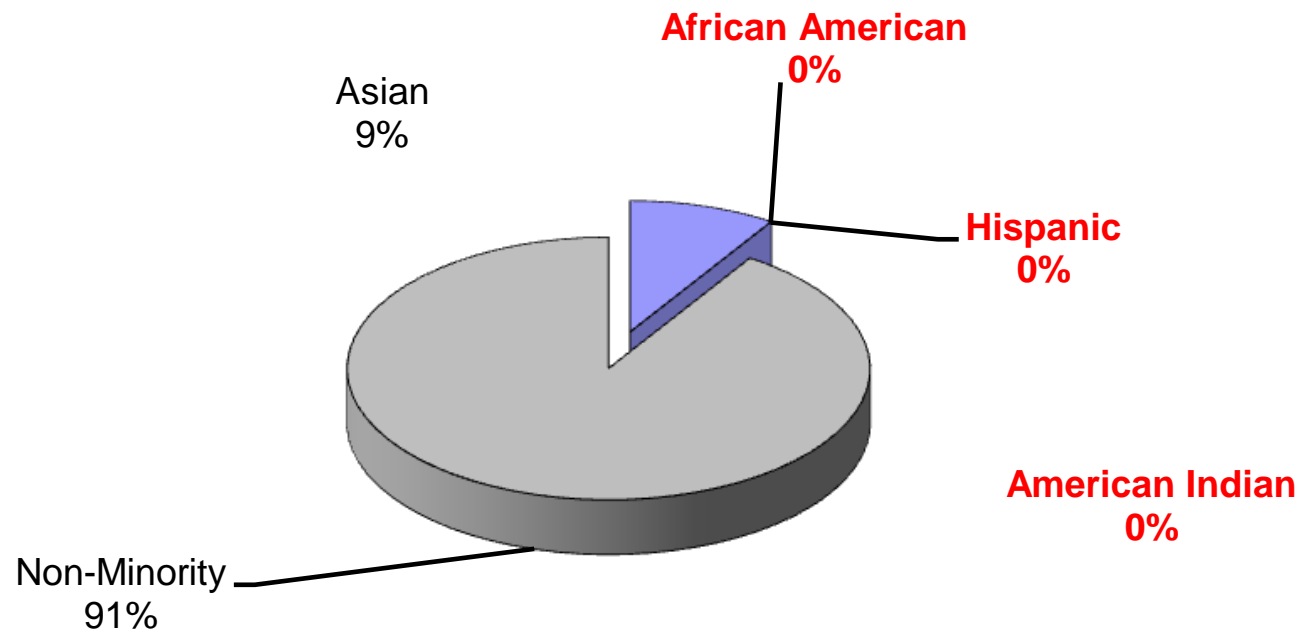
Department of Gaming

CY06 Utilization of 7 Officials/Administrators



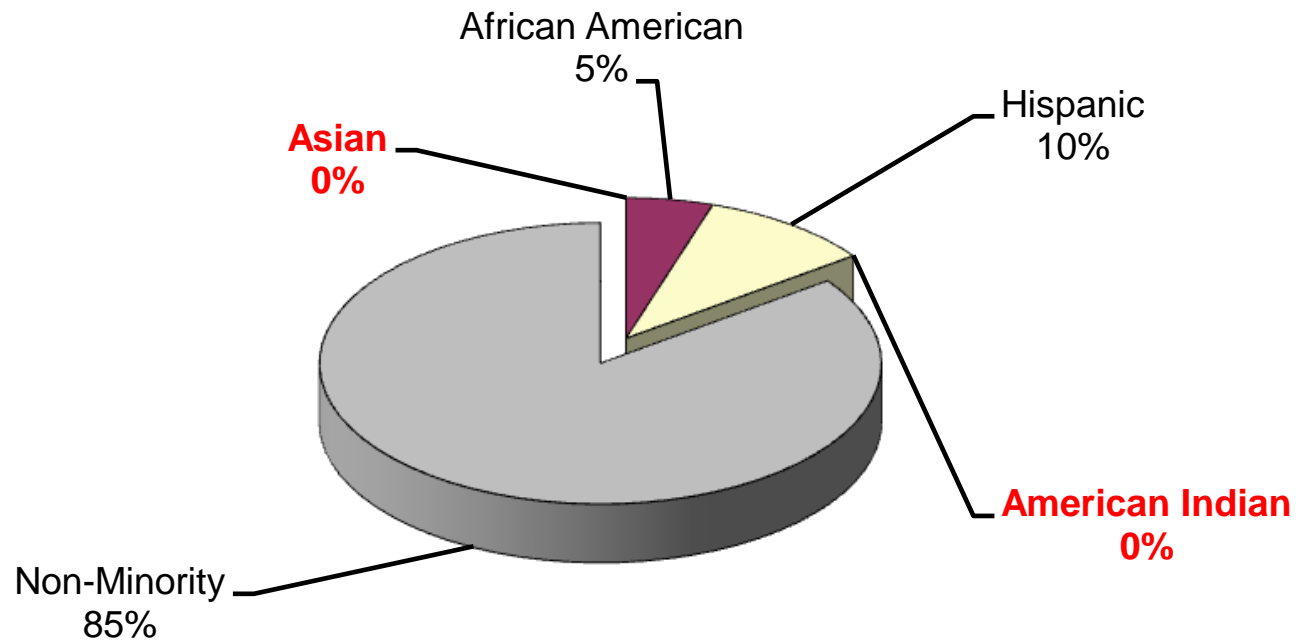
Library, Archives and Public Records

CY06 Utilization of 11 Officials/Administrators



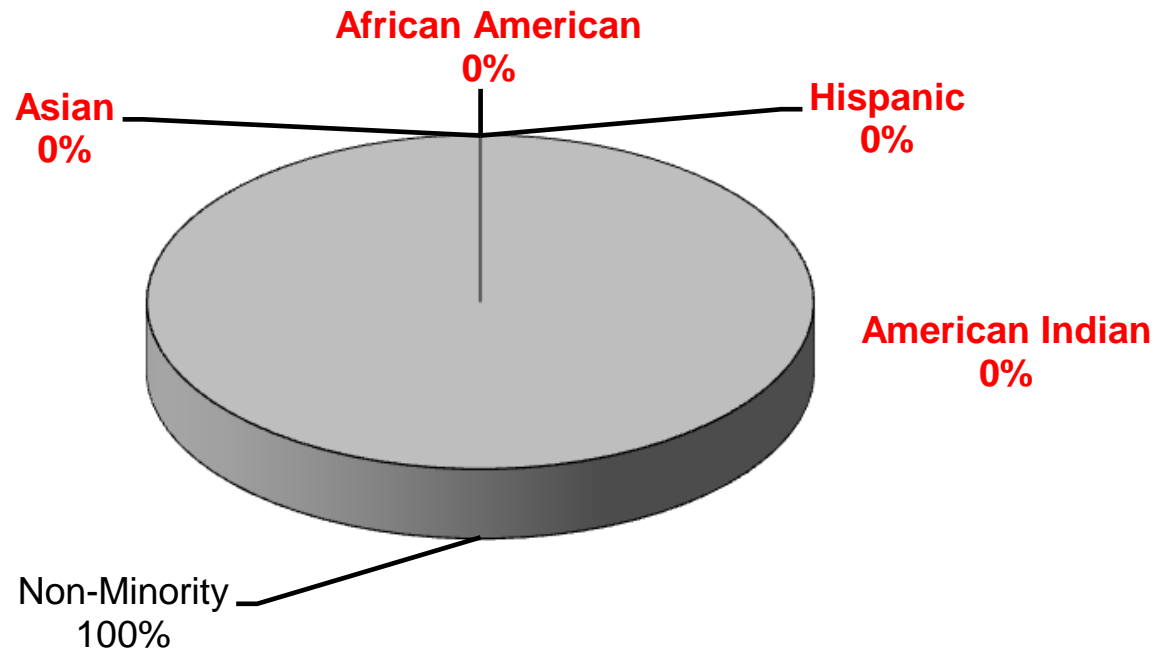
Department of Commerce

CY06 Utilization of 20 Officials/Administrators



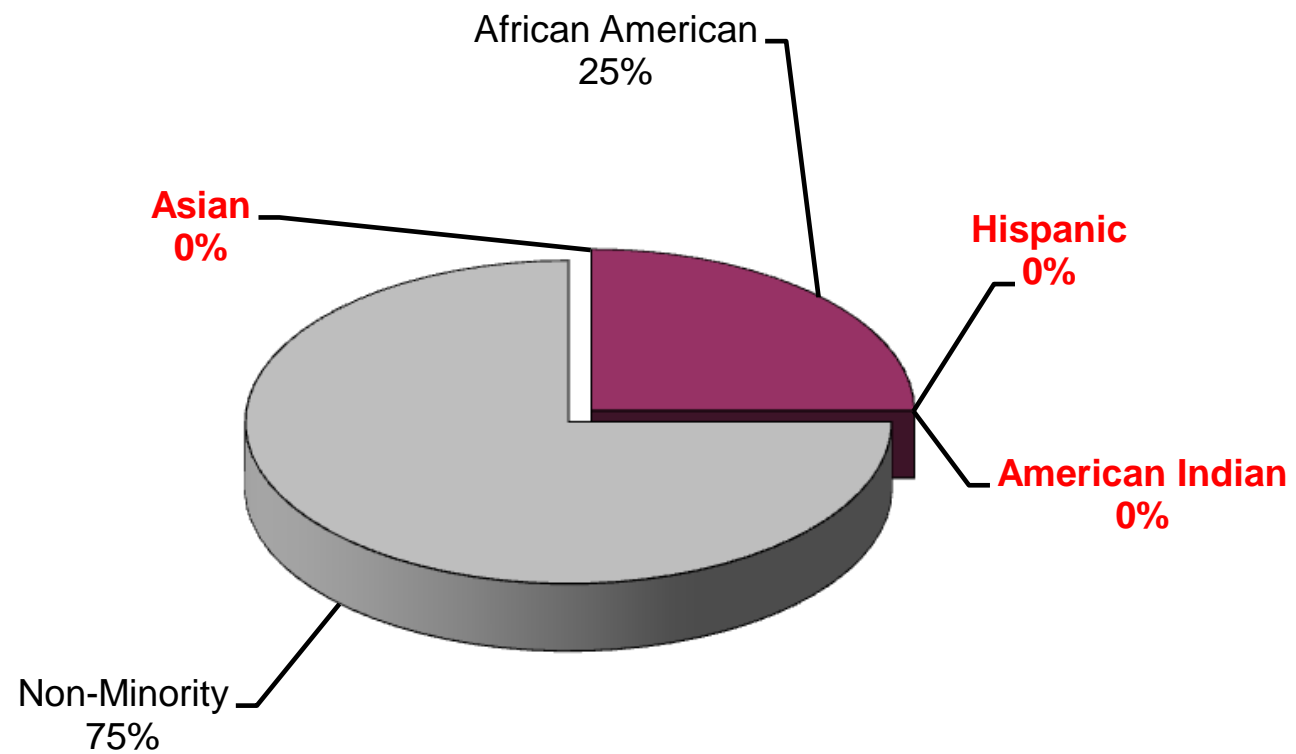
Pioneers Home

CY06 Utilization of 4 Officials/Administrators



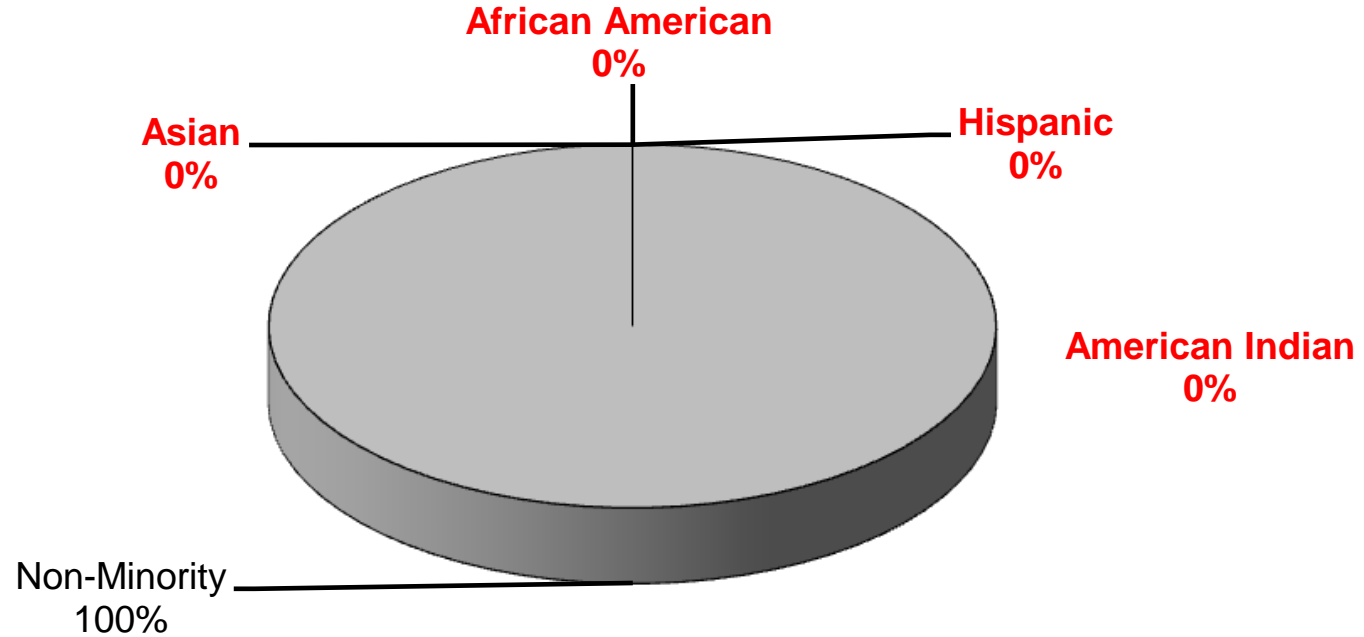
Department of Housing

CY06 Utilization of 4 Officials/Administrators



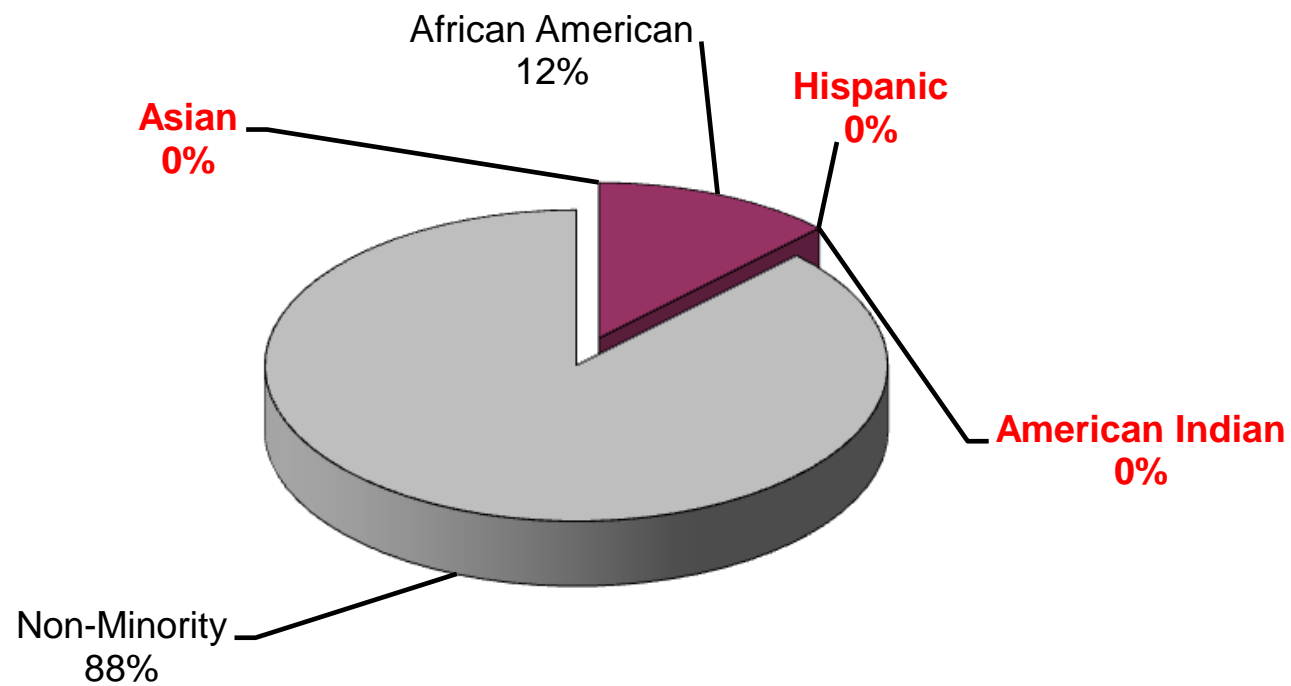
Department of Financial Institutions

CY06 Utilization of 5 Officials/Administrators

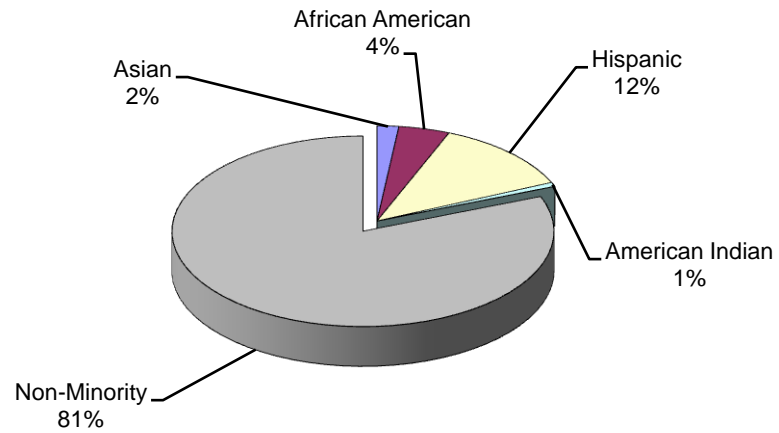


Department of Real Estate

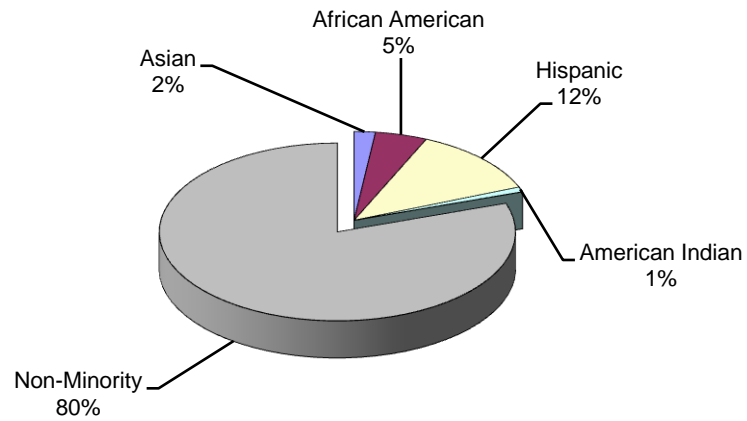
CY06 Utilization of 8 Officials/Administrators



Large Agency (50 FTE or more)
CY06 Utilization of 2014 Officials/Administrators



State of Arizona
CY06 Utilization of 2330 Officials/Administrators



JANET NAPOLITANO

GOVERNOR

MANUEL V. CISNEROS

DIRECTOR



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

Executive Tower, 1700 West Washington, Suite 156

Phoenix, Arizona 85007

(602) 542-3711 Telephone

(602) 542-3712 Fax

November 29, 2006

Dear Equal Employment Opportunity Liaison:

Each year The Governor's Office of Equal Opportunity requests information about state employees in your agency. This data is then aggregated into a summary form and presented to our Governor for her review. This data is also the basis for our statewide report to the federal Equal Employment Opportunity Commission (EEOC).

Enclosed please find information concerning your agency's Equal Employment Opportunity Report, reviewing data for calendar year 2006. Our office is setting **Friday, January 5, 2007** as the deadline for submission of your Equal Employment Opportunity Report.

- If you have any further questions, please contact The Governor's Office of Equal Opportunity at (602) 542-3711. If you need technical assistance in completing the report, please contact Patricia Campbell or Manuel Cisneros at (602) 542-3711 to set up an appointment. Thank you for your attention to this matter.
- Agencies with forty-nine (49) or less Full Time Equivalent (FTE) positions:

Please find two documents attached, and complete and print the following:

1. Hiring Summary.
2. EEO Policy Statement- Please print this document on agency letterhead and insert the name of your agency as indicated throughout the document. This Policy Statement should be signed and dated by the agency Director.

A hard copy of the above listed documents should be submitted to The Governor's Office of Equal Opportunity with a cover letter from your agency Director to Governor Janet Napolitano by January 5, 2007

The mailing address is 1700 W. Washington, Suite 156, Phoenix, Arizona 85007. A letter confirming receipt will be sent by the Governor's Office of Equal Opportunity as soon as possible.

Very truly yours,

Manuel V. Cisneros

Manuel V. Cisneros
Director
Governor's Office of Equal Opportunity

cc: Agency Director

(AGENCY NAME)

2007 Equal Employment Opportunity Policy Statement

In recognition of its legal and moral obligations, the **(Agency Name)** hereby commits itself to a policy of nondiscrimination as follows:

1. All personnel transactions shall be upon merit without regard to race, color, sex, sexual orientation, religion, national origin, age, veteran status, or disability status (except when any of these factors is an existing bona fide occupational qualification). To determine the qualifications of veterans, only that portion of their military record, including discharge papers, which is relevant to the job for which the veteran is being considered, should be used.
2. All **(Agency Name)** management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The **(Agency Name)** will incorporate reasonable accommodation personnel practices in order to facilitate the employment and advancement of qualified special disabled veterans and disabled persons. Reasonable accommodations will be provided to otherwise qualified applicants or employees with disabilities, unless the accommodation would impose an undue hardship on the operation of the Department or would impose a direct threat to the health or safety of the individual or others in the workplace.
4. The **(Agency Name)** shall not discriminate against any qualified employee or applicant for employment because he or she is a person with a disability, a disabled veteran or a Vietnam Era veteran. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.

5. Harassment on the basis of sex is a violation of Federal and State employment discrimination laws, and harassment on the basis of sex or sexual orientation will not be tolerated in the workplace. The **(Agency Name)** shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Persons harassing and/or condoning harassment of others will be dealt with swiftly and vigorously by disciplinary action up to and including termination. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination, and retaliation.
6. The Department will post the Equal Opportunity Policy throughout departmental facilities.
7. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

“AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY”

The **(Agency Name)** is committed to taking equal opportunity to employ and advance in employment qualified females, minorities, individuals with disabilities, special disabled veterans, and Vietnam Era veterans at all levels of employment.

As Director of the **(Agency Name)**, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Program throughout all levels of the Department, **(Name of Equal Opportunity Administrator)** shall serve as the Equal Opportunity Administrator for the **(Agency Name)**. All Divisions and management personnel shall actively support recruitment and career development programs to ensure equitable representation of females, minorities, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories.

Director's Signature

Date



Equal Employment Opportunity Report Agency Hiring Summary

Please complete the following information only for those employees that were hired from January 1, 2006 – December 31, 2006

Number of Employees Hired during 2006 _____

Please specify the data below that applies to those employees that were hired from January 1, 2006 – December 31, 2006.

Asian American/Pacific Islanders _____

African Americans _____

Hispanic _____

Native Americans _____

Non Minority _____

Unspecified _____

Females _____

Males _____

Individuals with Disabilities _____

Age 40 and above _____

Veterans _____

Veterans with Disabilities _____

Vietnam Era Veterans _____

Covered Employees (Merit System) _____

Uncovered Employees (FTEs) _____

Full Time Employees (FTEs) _____

Other Than Full Time Employees _____

Does Agency Have Diversity Planning? Yes No

Does Agency Have Policy on Cultural
Competence? (Please circle one.) Yes No



Equal Employment Opportunity Report

Small Agency

Checklist Cover Sheet

Agency Name:

Date of Submission:

1. Cover Sheet

2. Letter from the Director

3. Policy Statement

4. Hiring Summary



Equity in State Contracting

The Governor's Office of Equal Opportunity has existed since 1975 to provide a compliance monitoring function of Arizona state agencies. The Office monitors agency compliance with the Arizona Civil Rights Act of 1974 and the U. S. Civil Rights Act of 1964. The current Executive Order that created this office is number 93-20.

A portion of activity of this office is dedicated to promoting the development of equal opportunity practices in the creation of small business in Arizona. Our office has been involved under Executive Order 2004-06, in "*Establishing the Governor's Equity in State Contracting Executive Oversight Review Team and the Governor's Equity in State Contracting Community Consultants Group.*"

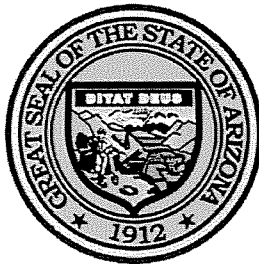
This Executive Order was created "to consider procurement and purchasing recommendations designed to improve opportunities and participation in state contracting by small, women- and minority-owned businesses."

The *Executive Oversight Review Team* was charged with efforts to "assess the viability of recommendation from the *Community Consultants Group* and where appropriate, authorize the implementation of their recommendations; produce an overall plan for enhanced small, women- and minority-owned business contracting opportunities with the State of Arizona; approve recommendations within State agencies to implement the plan; monitor, review, and evaluate recommendations of intra- and inter-agency focus groups and of the *Community Consultants Group*; and identify and address any relevant impediments that small, women- and minority-owned businesses face in accessing procurement and purchasing opportunities with the State of Arizona."

The Governor's Office of Equal Opportunity continues to participate with promotional activity of Arizona minority Chambers of Commerce, as well as the Disadvantaged Business Enterprise program of the Arizona Department of Transportation. Continuing responsibility to implement this effort is focused on the Arizona Department of Administration and its State Procurement Office.

* * *

JANET NAPOLITANO
GOVERNOR



MANUEL V. CISNEROS
DIRECTOR

GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712

Tribal Government Consultation Policy

Purpose

This policy establishes the basic principles governing the Governors Office of Equal Opportunity (GOEO) relations with Tribal governments in the State of Arizona.

Introduction

The State of Arizona is fully dedicated to the philosophy and practice of equal economic and employment opportunities for all citizens, prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, veteran status or political affiliation, except when any of these factors is an existing bona fide occupational qualification.

The State of Arizona intends to remove all existing artificial barriers that have hindered qualified applicants and employees from full consideration for positions because of race, color sex, religion, national origin, age, disability or veteran status.

The policy to provide equal employment opportunity includes, but is not limited to:

- Hiring, placement, promotion, transfer or demotion
- Recruitment, advertising, and all solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for education and training
- Layoff, termination or reinstatement
- State service examination process

The State of Arizona seeks to enrich and facilitate programs designed to enhance the growth and development of minority and women-owned business enterprise.

The State of Arizona seeks to improve and enrich the quality of life for all citizens in the state.

Policy

GOEO recognizes the sovereignty of Tribal governments and their jurisdiction over lands within Indian Country as defined by federal law.

GOEO supports the strengthening of Tribal capacity for community, economic and workforce development. GOEO's support to Tribes will be provided in the interest of the State and will not be used as the basis for assertion of State authority within Indian Country.

GOEO is committed to developing cooperative relationships with Tribes, and will respect the concerns of Tribes.

Responsibility

The responsibility for the administration and enforcement of the GOEO Tribal Government Consultation Policy lies with the Director and Office of the Governor.

Procedure

1. GOEO will not conduct any activities within Indian Country without first receiving an invitation from the appropriate Tribal official.
2. GOEO will conduct cultural awareness training for state agencies, when appropriate and as resources allow, to better understand the beliefs, values, and communication styles that must be addressed to effectively provide products and services to Tribal members.
3. GOEO will open its training programs to Tribal officials and Tribal staff whenever possible.
4. GOEO will be responsible for exploring and offering alternative resolutions for grievances and allegations based on discrimination regarding race, sex, national origin, religion, age, disability or veteran status.
5. GOEO will work in conjunction with the Department of Commerce to develop and initiate programs designed to enhance and promote economic growth and enrichment in low income and minority communities, as well as minority and women-owned business enterprises by providing workshops, seminars and conferences to supply technical assistance, training and education.
6. GOEO will work cooperatively with Tribal Governments and Organizations to identify representatives to serve on State of Arizona Boards and Commissions.
7. GOEO will conduct programs, which are designed to develop and implement equal employment opportunities, diversity planning and cultural competency policies, and disadvantaged economic development policies and programs.
8. GOEO will educate the public about job openings and state contracting opportunities available within the State, in addition gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in the State of Arizona.
9. GOEO will establish and cultivate working relationships with key persons in Tribal Governments.
10. GOEO will develop and maintain existing mechanisms to announce and distribute various State agency employment postings, vacancies to state boards & commissions, and opportunities for minority and women owned businesses to tribal community outlets.

11. GOEO will maintain a contact database comprised of representatives in tribal, federal, state, county, city and minority non-profit organizations for the purpose of recruitment of members from under-utilized populations.

APPROVED BY:

Governors Office of Equal Opportunity

A handwritten signature in dark ink, reading "Manuel V. Cisneros", is written over a horizontal line.

Mr. Manuel V. Cisneros, Director

Issued: April 11, 2006

Signed: May 15, 2006

Executive Order 2006-14
Consultation and Cooperation with Arizona Tribes

WHEREAS, Arizona is home to 22 federally-recognized American Indian Tribes (“Tribes”) who have existed since time immemorial, long before the formation of the United States and the entry of the State of Arizona into the union; and

WHEREAS, the land of these 22 Tribes comprises approximately 28% of Arizona’s land base; and

WHEREAS, these tribal members are citizens of our great State, possess all the rights and privileges afforded by Arizona to its citizens, and, along with other American Indians, comprise approximately five percent of Arizona’s population; and

WHEREAS, the State of Arizona recognizes and supports the right of these 22 tribal governments to exercise sovereign authority, as defined by federal law, over their members and their territory; and

WHEREAS, it benefits the State of Arizona to partner with tribal governments on issues affecting all of Arizona as well as to ensure that state services and resources are available to all eligible state citizens residing in Arizona tribal communities to the same extent that such services are available to all other eligible state citizens; and

WHEREAS, a spirit of cooperation should guide the continuing government-to-government relationships between the State of Arizona and the Tribes that call Arizona home; and

WHEREAS, meaningful and timely consultation with Arizona’s Tribal leaders will facilitate better understanding and informed decision making.

NOW, THEREFORE, I, Janet Napolitano, Governor of the State of Arizona, by virtue of the authority vested in me by the Constitution and the laws of this State, hereby order and direct as follows:

1. All Executive Branch agencies shall develop and implement tribal consultation policies to guide their work and interaction with federally-recognized Tribes in Arizona. Consultation requires that to the extent practicable and permitted by law, state agencies and offices shall seek input from appropriate elected or appointed tribal officials before undertaking any action or policy that will, or is reasonably believed to, have the potential to affect a tribal community or its members. Further, state agencies and offices shall, to the fullest extent possible and to the best of their ability, integrate the input generated from tribal consultation into their decision-making processes to achieve mutually acceptable solutions.
2. All Executive Branch agencies shall designate a member of their staff to assume responsibility for the agency’s implementation of the tribal consultation policy and to act as the principle point of contact for tribal issues.

3. All Executive Branch agencies shall review their tribal consultation policies each year and submit an electronic report to the Governor and the Legislature to describe all action undertaken as a result of the implementation of these policies. Electronic copies of these annual reports shall be provided to the Arizona Commission of Indian Affairs, which will make them available to Arizona's tribal leaders.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.



Janet Napolitano
GOVERNOR

DONE at the Capitol in Phoenix on this 14th day of September in the Year Two Thousand and Six and of the Independence of the United States of America the Two Hundred and Thirty-First.

ATTEST:

Janice K. Brewer
SECRETARY OF STATE

GOEO Equal Opportunity Coordinator & Native American Outreach

The Governor's Office of Equal Opportunity's Equal Opportunity Coordinator job description includes, among other things, the scheduling of meetings and on-site visits to Native American tribes, community organizations and state agencies to serve as a liaison to the Governor through attendance and exhibits (where appropriate) at cultural activities and community events; to educate the public about job openings, state Boards and Commissions appointments and available state contracting opportunities; in addition, gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in Arizona.

Kristine Thomas served the Arizona Native American community from January 1, 2006 to December 31, 2006 through the following events and individual meetings:

January 10, 2006	Navajo Nation Human Resources Summit
January 12, 2006	Meeting with the Indian Nations and Tribes Legislative Day Planning Committee
January 17, 2006	Indian Nations and Tribes Legislative Day
January 20, 2006	Indian Nations and Tribes Legislative Day Debrief
January 20, 2006	American Indian Chamber Luncheon "Native Connections, Native American Community Health Center, Inc. and Phoenix Dine Inc. Site Partnership"
February 3, 2006	Interview with Rosita Slider, GOEO Administrative Assistant Applicant
February 14, 2006	American Indian Health Management and Policy Presentation: American Indian Culture and Tribal Sovereignty
February 15-16, 2006	Conference: "Indigenous Nations and the Academy: The Dynamics of Indigenous Scholarship and Thought in Defending and Protecting our Lands, Languages, Tribal Nations and Cultures"
February 17, 2006	American Indian Chamber Luncheon Guest Speaker: Gilbert Jimenez, Director - AZ Dept of Commerce
February 21, 2006	American Indian Health Management and Policy Presentation: American Indian Culture and Tribal Sovereignty
March 8, 2006	ESCI Presentation - Coconino Community College
March 9, 2006	National Center for American Indian Economic Development Conference "The Power of Partnership in Contracting"
March 13, 2006	Meeting of the Arizona Governor's Tribal Liaisons
March 14, 2006	ESCI Presentation - Cocopah Casino (Yuma)
March 17, 2006	American Indian Chamber Luncheon - Guest Speaker: Clarie Miller, Salt River DevCo.
March 23, 2006	Veteran Sunrise Memorial Service (Piestewa Peak)
March 27-28, 2006	Arizona Native Assets Coalition Workshop - Native American Connections
April 6-7, 2006	Del Webb Construction in Indian Country Conference
April 11, 2006	Develop GOEO Tribal Government Consultation Policy
April 21, 2006	American Indian Chamber of Commerce Luncheon
May 10, 2006	Governors Tribal Summit on Behavioral Health - Heard Museum
May 12, 2006	AZ Native Assets Alliance Conference Call
May 31, 2006	ASU Advisory Council for Native American Youth Outreach
June 5-7, 2006	26th Annual Arizona Indian Town Hall - "Preserving Arizona's Tribal Cultural Resources, Sites and Languages"
June 12-15, 2006	Native IDA Initiative training (Minneapolis, MN)
June 16, 2006	2006 First American Leadership Awards Dinner - Ft. McDowell Radisson

June 19, 2006	Arizona Native Assets Coalition Conference Call
June 20, 2006	GOEO Intro with Ken Poocha, ACIA Executive Director
June 26, 2006	Introduction to NATV with the AZ Commission of Indian Affairs
July 7, 2006	Meeting: AZ Native Assets Coalition – Workshop development review
July 10, 2006	Conference Call: AZ Native Assets Coalition
July 13, 2006	Meeting: Nineteen Tribal Nations WIB (Flagstaff)
July 19, 2006	Workshop: AZ Native Assets Coalition (Flagstaff)
July 20, 2006	Training: EEOC - TERO Annual Training (AZ Biltmore)
July 25, 2006	GOEO Intake/Phone Counsel for Kayenta Unified School District employee
	GOEO Intake/Phone Counsel for Heard Museum Customer
August 14, 2006	GOEO Intake Review: Salt River Pima Maricopa Tribal Member
August 16-18, 2006	Conference: Governors Rural Development Conference (Flagstaff)
August 23, 2006	GOEO Intake/Phone Counsel for Salt River Pima Maricopa Tribal Member
September 7, 2006	GOEO Intake for Salt River Pima Maricopa Tribal Member
September 9, 2006	Event: Navajo Nation Parade (Window Rock)
September 14, 2006	Summit: Governor's Tribal Summit On Growth
	Executive Order Signing: 'Consultation and Cooperation with AZ Tribes'
September 19, 2006	2006 Assets Learning Conference – Pointe Tapatio Cliffs Resort
September 20, 2006	2006 Assets Learning Conference – Pointe Tapatio Cliffs Resort
	Arizona Native Assets Coalition Steering Committee Meeting
	Native Assets Partner Dinner
September 21, 2006	2006 Assets Learning Conference – Pointe Tapatio Cliffs Resort
October 10, 2006	Arizona Association for Economic Development: SRPMIC Showcase
October 11, 2006	Meeting: AZ Governor's Tribal Liaisons
October 17, 2006	Event: Flags of our Fathers (Advance Screening)
October 19, 2006	Conference Call: AZ Native Assets Coalition
November 7, 2006	Meeting: American Indian Health Management and Policy
November 8, 2006	Meeting: Nineteen Tribal Nations Workforce Investment Board
November 28, 2006	Meeting: Indian Nations and Tribes Legislative Day (Planning)
November 30, 2006	Conference: Administrative Law: Indian Tribes and the Federal Agency Maze
December 1, 2006	Conference: Administrative Law: Indian Tribes and the Federal Agency Maze
December 4, 2006	Conference: Nineteen Tribal Nations Workforce Investment Board
December 9, 2006	30th Annual Pueblo Grande Museum Indian Market
December 28, 2006	Meeting: Indian Nations and Tribes Legislative Day (Planning)

Anthony Conforti – Vice President, Native American Television, Inc.

Belma Nevakuku - Hopi Credit Association

Brian Davidson – Tribal Liaison, AZ Department of Environmental Quality (INTLD)

Cindy Ogle - City of Phoenix Tribal Outreach

Claire Miller - Salt River Pima Maricopa Indian Community

Deborah Tewa - Arizona Department of Commerce

Denise Thomas – Americorps VISTA, ASU Office for Public Affairs

Diana Shaffer – EEO Administrator – AZ Dept. of Game and Fish

Diane Shook – Asst. HR Director, AZ Health Cost Containment System

Dollie Chauvin – WIA Coordinator, AZ Dept of Economic Security

Dr. Don Warne - President/CEO American Indian Health Management and Policy

Ermalinda Gene – Civil Rights Office Manager, AZ Dept of Transportation

Fentress Truxon - Maricopa County Diversity Office
Frank Molina - Cocopah Indian Tribe
Gabe Loyola - Loyola Associates
Gwen Cody - NAU Center for American Indian Economic Development
Hutch Noline - San Carlos Apache Tribal Employment Rights Office
Jackie Mass, - ADOA Manager of Staffing/Recruiting
John Francis - President, Native American Television, Inc.
JR Ramirez - Southeastern Arizona Community Action Program
Kee Long - KTNN Navajo Nation
Ken Jacuzzi - Director, AZ Office for Americans with Disabilities
Ken Poocha - Executive Director, AZ Commission of Indian Affairs
Kenja Hassan - ASU Office for Public Affairs
Lana Chanda - Gila River Indian Community
Lanelle Smith - Navajo Partnership for Housing
Levada Coker - HR Director, AZ Dept of Gaming (EEO)
Levi Esquerra - NAU Center for American Indian Economic Development
Lisa Deer - Salt River Pima Maricopa Indian Community
Manny Cisneros - Director, Governors Office of Equal Opportunity
Marissa Nuvayestewa - First Nations Development Institute
Marnie Hodahkwen, AZ Governors Policy Advisor on Indian Affairs
Michelle Michaud - N'Genuity Enterprises
Peter Morris - First Nations Development Institute
Peterson Zah - Advisor to the President of Arizona State University
Rafael Tapia - Arizona Department of Commerce
Richard Begay - Architect, DLR Group
Rick Long - ADOA Recruitment Manager
Shannon Rivers - Manager, Gila River Business Enterprise
Verna Johnson - Inter Tribal Council of Arizona
Wayne Leone - NATIVE LLC



Governor's Minority Advisory Councils Joint Subcommittee on Recruitment and Retention

The Governor's Minority Advisory Councils created a Joint Subcommittee on Recruitment and Retention that began to meet in June 2006 to consider questions related to workforce diversity within the state of Arizona. The Subcommittee has met bi-weekly and has developed a strategic diversity plan for the Governor to consider.

At the time of this writing, the Subcommittee is preparing to present its recommendations to the Governor for adoption. These recommendations will include creation of an Arizona Diversity Council and an Office of Diversity.

The Subcommittee created the following Mission and Vision statements:

Subcommittee Mission

"A comprehensive strategic action plan, inclusive of measurable goals, that highlights best practices, enhances the State's ability to succeed in a global marketplace, and assists the State in cultivating a diverse and inclusive workforce at all organizational levels of State government; a workforce that reflects the changing demographics of our growing multi-cultural community."

Subcommittee Vision

"A diverse multi-cultural workforce that reflects the community, promotes equal opportunity at all levels of public employment, and creates an inclusive work environment that enables all individuals to perform to their fullest potential free from discrimination."

The intent of this Subcommittee is to recommend to the Governor, for implementation by Executive Order, a statewide strategic diversity plan to begin a dialog on best practices in recruitment and retention of all qualified state employees.

* * *



CHARGES OF EMPLOYMENT COMPLAINT SUMMARY
Calendar Year 2006

COMPLAINT	GOEO STAFF
Age	11
Disparate Treatment	3
Disability	35
Gender	14
National Origin	21
Pregnancy	2
Race	29
Religion	3
Retaliation	67
Sexual Harassment	30
Referrals - External	182
Referrals - Internal	130
Non – EEO Issues	180
TOTALS	707

Note: This list adds up to more than 100% because individuals can allege multiple violations per charge

GOEO Training Summary Calendar Year 2006

<u><i>Title of Training – Trainer</i></u>	<u><i>Location of Training</i></u>	<u><i>Date and Time</i></u>
Taking the Necessary Steps to Prevent Retaliation in the Workplace; Berta Echeveste, Phoenix, EEOC	Governor's 2nd Floor Conference Room Executive Tower	October 2, 2006 9:00 am – 10:00am
Agency 40 Hour Mediator Training; Kevin Osterman, Highview Mediation	Governor's 2nd Floor Conference Room, Grand Canyon Room, OSPB Conference Room Dept. Of Commerce Executive Tower	October 7, 11-14, 2006 8:00 am – 5:00 PM
Sexual Harassment in the Workplace; Paul Manget, Enforcement Manager, Phoenix EEOC	Grand Canyon Room Basement Level Executive Tower	December 15, 2006 9:00 am – 10 am
Employment Discrimination; Melanie Pate, Chief Counsel Compliance Section, Arizona Attorney Generals Office	Governor's 2nd Floor Conference Room Executive Tower	March 21, 2006 8:30 am – 10:00 am
The Americans with Disabilities Act Title II; Ken Jacuzzi, Director AOAD	Grand Canyon Room Basement Level Executive Tower	May 16, 2006 9:00 am – 11:00 am

EEO Administrator Directory

AB Arizona State Board of Accountancy	AD Department of Administration
<p>100 N. 15th Avenue, Suite 165 Phoenix, Arizona 85007 Valerie Elliott, Executive Director velliott@azaccountancy.gov Equal Opportunity Administrator Position Open (602) 364-0870 (602) 364-0903 Fax Total Employees: 19</p>	<p>100 N. 15th Avenue, Suite 103 Phoenix, Arizona 85007 William Bell, Executive Director Bill.Bell@azdoa.gov Christine Bronson, Acting Employee Relations Mgr Christine.Bronson@azdoa.gov (602) 542-1423 (602) 542-1980 Fax Total Employees: 792</p>
AE Arizona Radiation Regulatory Agency	AG Office of the Attorney General
<p>4814 S. 40th Street Phoenix, Arizona 85040-2940 Aubrey V. Godwin, Director agodwin@azrra.gov Arthur Nunez, Business Manager anunez@arra.state.az.us (602) 255-4845 Extension 223 (602) 437-0705 Fax Total Employees: 46</p>	<p>1275 W. Washington Phoenix, Arizona 85007-2926 Terry Goddard, Attorney General Sally.Ripley@ag.state.az.us Susan Strachan, Equal Opportunity Administrator Susan.strachan@ag.state.az.us (602) 542-8051 (602) 542-8000 Fax Total Employees: 689</p>
AH Arizona Department of Agriculture	AN State of Arizona Acupuncture Board of Examiners
<p>1688 W. Adams Phoenix, Arizona 85007 Donald Butler, Director dbutler@azda.gov Mike McMinn, Human Resource Analyst mmcminn@azda.gov (602) 542-4315 (602) 542-7547 Fax Total Employees: 338</p>	<p>1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Pete Gonzalez, Director Pete.Gonzales@azacuboard.az.gov Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov (602) 542-3095 (602) 542-3093 Total Employees: 1</p>

AP	Arizona Board of Appraisal	AT	Arizona Automobile Theft Authority
	1400 W. Washington, Suite 360 Phoenix, Arizona 85007 Deborah Pearson, Executive Director deborah.pearson@appraisal.state.az.us Jessica Jessup, HR Admin III Jessica.Jessup@appraisal.state.az.us (602) 542-1543 (602) 542-1598 Fax Total Employees: 13		1400 W. Washington, Suite 270 Phoenix, Arizona 85007 Enrique Cantu, Executive Director enrique.cantu@aata.state.az.us Paul Boelhauf, Equal Opportunity Administrator Paul.boelhauf@aata.state.az.us (602) 364-2886 (602) 364-2897 Fax Total Employees: 6
AU	Auditor General	BB	Arizona Board of Barbers
	2910 N. 44th Street, Suite 410 Phoenix, Arizona 85018 Debbie Davenport, Auditor General Jeff Larson, General Counsel jl Larson@auditorgen.state.az.us Linda Aicone, EEO Administrator laicone@auditorgen.state.az.us (602) 553-0333 Extension 1113 (602) 553-0051 Fax Total Employees: 195		1400 W. Washington, Suite 220 Phoenix, Arizona 85007 Sam B. LaBarbera, Executive Director Mary Jane Jones, Equal Opportunity Administrator (602) 542-4498 (602) 542-3093 Total Employees: 8 Agency does not have access to email
BD	Department of Financial Institutions (State Banking Department)	BH	State of Arizona Board of Behavioral Health Examiners
	2910 N. 44th Street, Suite 310 Phoenix, Arizona 85018 Felecia Rotellini, Superintendent of Banks frotellini@azdft.gov Kevin McCullough, Equal Opportunity Administrator kmccullough@azdft.gov (602) 255-4421 Extension 112 (602) 381-1225 Fax Total Employees: 65		1400 W. Washington, Suite 350 Phoenix, Arizona 85007 Debra Rinaudo, Executive Director Debra.Rinaudo@bbhe.state.az.us Pamela Osborn, Equal Opportunity Administrator pamela.osborn@bbhe.state.az.us (602) 542-1882 (602) 542-1830 Fax Total Employees: 36

BN	Arizona State Board of Nursing	BR	Arizona Board of Regents
	1651 E. Morten Avenue, Suite 210 Phoenix, Arizona 85020-4613 Joey Ridenour, Executive Director jridenour@azbn.org Judy Bontrager, Associate Director jbbontrager@azbn.org (602) 889-5204 (602) 889-5155 Fax Total Employees: 56		2020 N. Central Avenue, Suite 230 Phoenix, Arizona 85004-4593 Joel Sideman, Executive Director joel.sideman@asu.edu Gale Tebeau, Equal Opportunity Administrator gale@asu.edu (602) 229-2522 (602) 229-2555 Fax Total Employees: 40
CB	Arizona State Board of Cosmetology	CC	Arizona Corporation Commission
	1721 E. Broadway Road Tempe, Arizona 85282-1611 Sue Sansom, Executive Director sue.sansom@cb.state.az.us Cheryl Adams, Equal Opportunity Administrator cheryl.adams@cb.state.az.us (480) 784-4539 Extension 227 (480) 784-4962 Fax Total Employees: 268		1200 W. Washington Phoenix, Arizona 85007-2927 Brian McNeil, Executive Director bmcnail@azcc.gov Michael Kearns, Equal Opportunity Administrator mkearns@azcc.gov (602) 542-0657 (602) 542-4111 Fax Total Employees: 288
CE	State of Arizona Board of Chiropractic Examiners	CL	Arizona State Fair Park and Exposition
	5060 N. 19th Avenue, Suite 416 Phoenix, Arizona 85015 Patrice Pritzl, Executive Director ppritzl@earthlink.net Charles Brown, Equal Opportunity Administrator chuckdb@earthlink.net (602) 864-5088 Extension 13 (602) 864-5099 Fax Total Employees: 9		P. O. Box 6728 Phoenix, Arizona 85005-6728 Don B West, Executive Director Don.West@azstatefair.com Pamela Stocksdales, Equal Opportunity Administrator pamela.stocksdales@azstatefair.com (602) 252-6771 Extension 259 (602) 495-1302 Fax Total Employees: 2,202

CO	Court of Appeals-Division One	CS	Arizona State Board for Charter Schools
	1501 W. Washington, Suite 305 Phoenix, Arizona 85007 Sheldon H. Weisberg, Chief Judge sweisberg@courts.sp.state.az.us Philip G. Urry, Clerk of the Court purry@courts.sp.state.az.us (602) 542-4821 (602) 542-4833 Total Employees: 109		1700 W. Washington, Suite 164 Phoenix, Arizona 85007 Kristen Jordison, Executive Director Jordison_Kristen@pop.state.az.us Heather Kelly, Equal Opportunity Administrator Kelly_Heather@pop.state.az.us (602) 364-3085 (602) 364-3089 Total Employees: 8
CT	Court of Appeals-Division Two	DC	Arizona Department of Corrections
	400 W. Congress Street Tucson, Arizona 85701 John Pelander, Chief Judge pelander@apltwo.ct.state.az.us Jeffrey Handler, Clerk of the Court handler@apltwo.ct.state.az.us (520) 628-6959 Information Total Employees: 40		1601 W. Jefferson Phoenix, Arizona 85007 Dora B. Schriro, Director dschriro@azcorrections.gov Dora Espinosa, Equal Opportunity Coordinator despino@azcorrections.gov (602) 771-2100 Ext. 326 (602) 542-5682 Fax Total Employees: 9,327
DE	Arizona Department of Economic Security	DF	Arizona Commission for the Deaf and Hard of Hearing
	1717 W. Jefferson; Rm 109 Phoenix, Arizona 85007 Tracy Wareing, Director twareing@azdes.gov Morris Greenidge, Director, Office of Equal Opportunity MGreenidge@azdes.gov (602) 364-3976 (602) 364-3982 Fax Total Employees: 9610		1400 W. Washington, Suite 126 Phoenix, Arizona 85007 Sherri L. Collins, Executive Director Sherri.collins@acdhh.state.az.us (602) 542-3323 Lynn Wakefield, Equal Opportunity Administrator Lynn.wakefield@acdhh.state.az.us (602) 542-3363 (602) 542-3380 Fax Total Employees: 15

DI	Arizona Disease Control Research Commission (Arizona Biomedical Research Commission)	DJ	Arizona Department of Juvenile Corrections
	<p>15 South 15th Avenue, Suite 103 Phoenix, Arizona 85007 Dawn C Schroeder, Executive Director abrc1@getnet.net James Matthews, Equal Opportunity Administrator Abrc1@getnet.net (602) 542-1028 (602) 542-6380 Fax Total Employees: 14</p>		<p>1624 W. Adams Phoenix, Arizona 85007 Michael Branham, Director mbranham@azdjic.gov Marie Bahe, Equal Opportunity Administrator mbahe@azdjic.gov (602) 542-4354 (602) 542-5156 Fax Total Employees: 1,129</p>
DO	Arizona State Board of Dispensing Opticians	DT	Arizona Department of Transportation
	<p>1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Lori Scott, Executive Director director@asbdo.state.az.us (602) 542-3095 (602) 542-3093 Fax Megan Darian, EO Administrator Megan.Darian@azdoa.gov Total Employees: 8</p>		<p>206 S 17th Ave; MD 101A; Rm 135 Phoenix, Arizona 85007 Victor Mendez, Director VMendez@azdot.gov Eddie Edison, Director, Civil Rights Division 1135 N 22nd Ave; MD154-A Phoenix, Arizona 85009 eedison@azdot.gov (602) 712-7761 (602) 712-8429 Fax Total Employees: 4,670 Nancy Gomez – HR ngomez@azdot.gov</p>
DX	Arizona Board of Dental Examiners	EC	Citizens Clean Elections Commission
	<p>5060 N. 19th Avenue, Suite 406 Phoenix, Arizona 85015-3214 Julie N. Chapko, Executive Director jnchapko@azbodex.com Pamela J. Paschel, Equal Opportunity Administrator pipaschal@azbodex.com (602) 242-1492 (602) 242-1445 Fax Total Employees: 20</p>		<p>1616 W. Adams, Suite 110 Phoenix, Arizona 85007 Todd Lang, Executive Director Todd.Lang@ccec.state.az.us Paula Ortiz, Equal Opportunity Administrator paula.ortiz@ccec.state.az.us (602) 364-3477 (602) 364-3487 Fax Total Employees: 13</p>

ED	Department of Education	EP	Arizona Department of Commerce
	1535 W. Jefferson Phoenix, Arizona 85007 Tom Horne, State Superintendent of Public Instruction thorne@ade.az.gov Debra Jacobs, Equal Opportunity Administrator djacobs@ade.az.gov (602) 542-3186 (602) 542-3073 Fax Total Employees: 589		1700 West Washington, Suite 600 Phoenix, Arizona 85012 Jan Leshner, Director janl@azcommerce.com Kimberly Trask, Equal Opportunity Administrator kimt@azcommerce.com (602) 771-1108 (602) 771-1199 Fax Total Employees: 94
EQ	Arizona State Board of Equalization	EV	Arizona Department of Environmental Quality
	101 N. First Avenue, Suite 130 Phoenix, Arizona 85003 Harold Scott, Chairman chairman@sboe.state.az.us Phillip G. Viator, Equal Opportunity Administrator pviator@sboe.state.az.us (602) 364-1600 (602) 364-1616 Fax Total Employees: 12		1110 W. Washington Street Phoenix, Arizona 85007 Steve Owens, Director owens.stephen@azdeq.gov Bob Rocha, Director, Administrative Services Division rocha.robert@azdeq.gov (602) 771-4795 (602) 771-4438 Fax Total Employees: 649
FD	Arizona State Board of Funeral Directors and Embalmers	GF	Arizona Game and Fish Department
	1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Rodolfo R. Thomas, Executive Director rudyt.thomas@funeralbd.state.az.us (602) 542-8152 (602) 542-3093 Fax Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov Total Employees: 11		2221 W. Greenway Road Phoenix, Arizona 85023-4399 Duane L. Shroufe, Director dshroufe@gf.state.az.us Diana Angulo Shaffer, EO Administrator dshaffer@gf.state.az.us (602) 789-3316 (602) 789-3930 Fax Total Employees: 639

GM	Department of Gaming	GS	Arizona Geological Survey
	202 E. Earl Drive, Suite 200 Phoenix, Arizona 85012 Paul Bullis, Director pbullis@azgaming.gov Levada Coker, Equal Opportunity Administrator lcoker@azgaming.gov (602) 604-1801 (602) 255-3883 Fax Total Employees: 106		416 W. Congress Street, Suite 100 Tucson, Arizona 85701 Dr. Lee Allison, Director and State Geologist Lee.Allison@azgs.az.gov Beverly Donahue, Equal Opportunity Admin. Beverly.donahue@azgs.az.gov (520) 770-3500 (520) 770-3505 Fax Total Employees: 37
GT	Government Information Technology Agency	GV	Office of the Governor
	110 N. 15th Avenue, Suite 440 Phoenix, Arizona 85007 Chris Cummiskey, Director ccummiskey@azgita.gov Jeff Hessenius, Equal Opportunity Administrator jhessenius@azgita.gov (602) 364-4482 (602) 364-4799 Fax Total Employees: 21		1700 W. Washington Phoenix, Arizona 85007 Janet Napolitano, Governor Governor's Office of Equal Opportunity Manny Cisneros, Director MCisneros@az.gov (602) 542-3711 (602) 542-3712 Fax Total Employees: 155
HC	Arizona Health Care Cost Containment System	HD	Arizona Department of Housing
	801 E. Jefferson Phoenix, Arizona 85034 Anthony D. Rodgers, Director adrodger@azahcccs.gov Marge Franco, Equal Opportunity Administrator Margaret.Franco@azahcccs.gov (602) 417-4172 (602) 253-6177 Fax Total Employees: 1,330		1110 W Washington; Ste 310 Phoenix, Arizona 85007 Sheila Harris, Director sheilah@housingaz.com Lori Moreno, Equal Opportunity Administrator lorim@housingaz.com (602) 771-1061 (602) 771-1002 Fax Total Employees: 66

<p>HE Board of Homeopathic Medical Examiners</p> <p>1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Christine Springer, Executive Director Chris.Springer@azhomeopathdbd.az.gov (602) 542-8168 (602) 542-3093 Fax Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov Total Employees: 7</p>	<p>HG Office of Administrative Hearings</p> <p>1400 W. Washington, Suite 101 Phoenix, Arizona 85007 Cliff J. Vanell, Director cliff.vanell@azoah.com Jeff Sanchez, Equal Opportunity Administrator jeffery.sanchez@azoah.com (602) 542-9832 (602) 542-9827 Fax Total Employees: 29</p>
<p>HI Arizona Historical Society</p> <p>949 E. 2nd Street Tucson, Arizona 85719 Anne I. Woosley, Executive Director woosley@azhs.gov Yolanda South, Executive Assistant ysouth@azhs.gov (520) 617-1168 (520) 628-5695 Fax Total Employees: 58</p>	<p>HO House of Representatives</p> <p>1700 W. Washington Phoenix, Arizona 85007 Representative Jim Weiers, Speaker of the House jweiers@azleg.state.az.us (602) 926-4221 Information (602) 417-3116 Fax Total Employees: 212</p>
<p>HS Arizona Department of Health Services</p> <p>1740 W. Adams Street Phoenix, Arizona 85007-2670 Susan Gerard, Director gerards@azdhs.gov Anna Villa, Deputy HR Manager VILLAA@azdhs.gov (602) 542-1443 (602) 542 -1062 Fax Total Employees: 1,995</p>	<p>HU Arizona Commission on the Arts</p> <p>417 W. Roosevelt Street Phoenix, Arizona 85003-1326 Robert Booker, Interim Director rbooker@azarts.gov Diana Marczak, Equal Opportunity Administrator dmarczak@azarts.gov (602) 255-5882 (602) 256-0282 Fax Total Employees: 15</p>

IA Arizona Commission on Indian Affairs	IC Industrial Commission of Arizona
<p>1400 W. Washington, Suite 300 Phoenix, Arizona 85007 Ken Poocha, Executive Director Kenneth.poocha@azcia.gov (602) 542-3123 (602) 542-3223 Fax Total Employees: 12</p>	<p>800 W. Washington Phoenix, Arizona 85007 Larry Etchechury, Director letchechury@ica.state.az.us Margaret Lindsay, Equal Opportunity Administrator mlindsay@ica.state.az.us (602) 542-5532 (602) 542-0553 Fax Total Employees: 275</p>
ID Department of Insurance	JC Arizona Criminal Justice Commission
<p>2910 N. 44th Street, Suite 210 Phoenix, Arizona 85018-7256 Christina Urias, Director curias@id.state.az.us Scott B. Greenberg, Equal Opportunity Administrator sgreenberg@id.state.az.us (602) 912-8406 (602) 912-8452 Fax Total Employees: 140</p>	<p>1110 W. Washington, Suite 230 Phoenix, Arizona 85007 John Blackburn Jr., Executive Director jblackburn@azcjc.gov Susan Preston, Office Manager Spreston@azcjc.gov (602) 364-1161 (602) 364-1175 Fax Total Employees: 28</p>
JL Joint Legislative Budget Committee	LA Arizona State Library, Archives and Public Records
<p>1716 W. Adams Phoenix, Arizona 85007 Richard Stavneak, Director rstavnea@azleg.state.az.us Linda Monsanto, EEO Liaison lmonsanto@azleg.gov (602) 926-5491 (602) 926-1616 Fax Total Employees: 30</p>	<p>1700 W. Washington, Room 2000 Phoenix, Arizona 85007 GladysAnn Wells, Director services@lib.az.us Michael Hawthorne, EO Administrator mhawthorne@lib.az.us (602) 542-4047 (602) 542-4972 Fax Total Employees: 126</p>

LC	Arizona Legislative Council	LD	Arizona State Land Department
	1700 W. Washington State Capitol Legislative Services Wing, Suite 100 Phoenix, Arizona 85007-2899 Michael E. Braun, Executive Director mbraun@azleg.state.az.us Elizabeth Johnston, Equal Opportunity Administrator ejohnsto@azleg.state.az.us (602) 926-4236 (602) 542-4803 Fax Total Employees: 45		1616 W. Adams Phoenix, Arizona 85007 Mark Winkleman, State Land Commissioner mwinklem@lnd.state.az.us Elona Hill, Equal Opportunity Administrator ehill@lnd.state.az.us (602) 542-2636 (602) 542-5223 Fax Total Employees: 251
LL	Arizona Department of Liquor Licenses and Control	LO	Arizona Lottery
	800 W. Washington, 5th Floor Phoenix, Arizona 85007 Jerry Oliver, Director Jerry.Oliver@azliquor.gov Manuel Escudero, Equal Opportunity Administrator Manuel.escudero@ll.state.az.us (602) 542-9027 (602) 542-5707 Fax Total Employees: 61		4740 E. University Drive Phoenix, Arizona 85034 Art Macias, Executive Director amacias@azlottery.gov Carolyn Haynes, Equal Opportunity Administrator chaynes@azlottery.gov (480) 921-4476 (480) 921-4488 Fax Total Employees: 104
LW	Law Enforcement Merit System Council	MA	Department of Emergency and Military Affairs (State)
	P. O. Box 6638 Phoenix, Arizona 85005-6638 Iven T Wooten, Business Manager Equal Opportunity Administrator iwooten@azdps.gov (602) 223-2286 (602) 223-2096 Total Employees: 1		5636 E. McDowell Road Phoenix, Arizona 85008-3495 David P. Rataczak, Major General david.rataczak@az.ngb.army.mil Danielle Salomon, Administrative Services Officer Danielle.Salomon@azdema.gov (602) 267-2731 (602) 267-2954 Fax Total Employees: 995

ME	Arizona Medical Board	MI	Arizona State Mine Inspector
	9545 E. Doubletree Ranch Road Scottsdale, Arizona 85258-5514 Timothy C. Miller JD, Executive Director tmiller@azmd.gov Evangeline Webster, Director of Human Resources ewebster@azmd.gov (480) 551-2714 (480) 551-2704 Fax Total Employees: 75		1700 W. Washington, Suite 400 Phoenix, Arizona 85007-2805 Mr Joe Hart, Mine Inspector hart@mi.state.az.us Lori Swartzbaugh, Equal Opportunity Administrator lschwartzbaugh@mi.state.az.us (602) 542-5971 (602) 542-5335 Fax Total Employees: 13
MM	Department of Building and Fire Safety	MN	Arizona Department of Mines and Mineral Resources
	1110 W. Washington, Suite 100 Phoenix, Arizona 85007 Robert Barger, Director robert.barger@dbfs.state.az.us Laura Heath, Equal Opportunity Administrator laura.heath@dbfs.state.az.us (602) 364-1009 (602) 364-1052 Fax Total Employees: 52		1502 W. Washington Phoenix, Arizona 85007 Dr Madan Singh, Director Madan.singh@mines.az.gov Jacqueline D. Hall, Administrative Assistant JacquelineD.hall@hotmail.com (602) 255-3791 Extension 11 (602) 255-3777 Fax Total Employees: 16
NB	State of Arizona Naturopathic Physicians Board of Medical Examiners	NC	Board of Examiners of Nursing Care Institution Administrators and Assisted Living Facility Managers
	1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Craig Runbeck, Executive Director craig.runbeck@npbomex.az.gov (602) 542-8168 (602) 542-3093 Fax Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov Total Employees: 14		1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Allen Imig, Executive Director allen.imig@nciabd.state.az.us (602) 542-8156 (602) 542-8316 Fax Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov Total Employees: 12

NS	State of Arizona Navigable Stream Adjudication Commission	OB	Arizona State Board of Optometry
	1700 W. Washington, Suite 404 Phoenix, Arizona 85007 George Mehnert, Executive Director streams@mindspring.com (602) 542-9214 (602) 542-9220 Fax Total Employees: 6		1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Margaret Whelan, Executive Director Margaret.Whelan@optometryaz.gov Megan Darian, Equal Opportunity Administrator megan.darian@azdoa.gov (602) 542-8168 (602) 542-3093 Fax Total Employees: 8
OM	Ombudsman-Citizens' Aide	OS	Board of Osteopathic Examiners in Medicine and Surgery
	3737 N. 7th Street, Suite 209 Phoenix, Arizona 85014 Pat Shannahan, Director ombuds@azoca.gov (602) 277-7292 (602) 277-7312 Fax Total Employees: 5		9535 E. Doubletree Ranch Road Scottsdale, Arizona 85258-5539 Jack Confer, Executive Director Jack.confer@azdo.gov Anita Shepherd, Equal Opportunity Administrator anita.shepherd@azosteoboard.org (480) 657-7703 Extension 25 (480) 657-7715 Fax Total Employees: 13
OT	Arizona Board of Occupational Therapy Examiners	PA	Arizona Power Authority
	5060 N. 19th Avenue, Suite 209 Phoenix, Arizona 85015 Cedes Bruno Morgan, Executive Director abote@mindspring.com (602) 589-8352 (602) 589-8354 Fax Total Employees: 12		1810 W. Adams Phoenix, Arizona 85007-2697 Joe Mulholland, Executive Director joe@powerauthority.org Tommy Kinsey, Equal Opportunity Administrator tom@powerauthority.org (602) 542-4263 (602) 253-7970 Fax Total Employees: 14

<p>PB Arizona State Personnel Board</p> <p>1400 W. Washington, Suite 280 Phoenix, Arizona 85007 Judith L. Henkel, Executive Director judy.henkel@personnel.state.az.us Laurie Butler, Equal Opportunity Administrator Laurie.butler@personnel.state.az.us (602) 542-3822 (602) 542-3588 Fax Total employees: 6</p>	<p>PE Arizona Commission for Postsecondary Education</p> <p>2020 N. Central Avenue, Suite 550 Phoenix, Arizona 85004-4503 Dr. April Osborn, Executive Director aosborn@azhighered.gov Mila Zaporteza, Equal Opportunity Administrator mila@azhighered.gov (602) 258-2435 Extension 102 (602) 258-2483 Fax Total employees: 6</p>
<p>PH Prescott Historical Society</p> <p>415 W. Gurley Street Prescott, Arizona 86301 Michael Woodcock, Executive Director woodcock@sharlot.org Cathy Clevenger, Equal Opportunity Administrator cathy@@sharlot.org (928) 445-3122 Extension 11 (928) 776-9053 Fax Total Employees: 12</p>	<p>PI Arizona Pioneers' Home</p> <p>300 S. McCormick Street Prescott, Arizona 86303 Gary Olson, Superintendent Gary.olson@azph.gov Kim Stromberg EO Administrators Kim.stromberg@azph.gov (928) 445-2181 Extension 224 (928) 778-1148 Fax Total Employees: 131</p>
<p>PM Arizona State Board of Pharmacy</p> <p>4425 W. Olive Avenue, Suite 140 Glendale, Arizona 85302-3844 Hal Wand, Executive Director hwand@azsbp.com Claire Ferreira, Equal Opportunity Administrator cferreira@azdot.gov (623) 463-2727 (623) 934-0583 Total Employees: 24</p>	<p>PO Arizona State Board of Podiatry Examiners</p> <p>1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Linda A. Wells, Executive Director linda.wells@podiatry.state.az.us Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov (602) 542-8168 (602) 542-3093 Fax Total Employees: 6</p>

<p>PP Arizona Board of Executive Clemency</p> <p>1645 W. Jefferson, Suite 326 Phoenix, Arizona 85007 Duane Belcher, Director Duane.belcher@aboec.state.az.us Cynthia Jenkins, Equal Opportunity Administrator Cynthia.jenkins@aboec.state.az.us (602) 542-5656 Extension 249 (602) 542-5680 Fax Total Employees: 15</p>	<p>PR Arizona State Parks</p> <p>1300 W. Washington Phoenix, Arizona 85007 Ken Travous, Executive Director ktravous@pr.state.az.us Jeanette Hall, Human Resources Manager jhall@pr.state.az.us (602) 542-6922 (602) 542-6949 Fax Total Employees: 349</p>
<p>PS Arizona Department of Public Safety</p> <p>Headquarters Building 2102 W. Encanto Boulevard Phoenix, Arizona 85009 Roger Vanderpool, Director rvanderpool@azdps.gov Donna Shields, Equal Employment Opportunity Officer dshields@azdps.gov (602) 223-2397 (602) 223-2945 Fax Total Employees: 2,112 Lt Tom Woodward Diversity/Minority Recruiter (602) 223-2066</p>	<p>PT Arizona State Board of Physical Therapy</p> <p>1400 W. Washington, Suite 230 Phoenix, Arizona 85007 Heidi Herbst-Paakkonen, Executive Director heidi.herbst-paakkonen@ptboard.state.az.us (602) 542-3095 (602) 542-3093 Fax Total Employees: 11</p>
<p>PV Arizona State Board for Private Post Secondary Education</p> <p>1400 W. Washington, Suite 260 Phoenix, Arizona 85007 Teri Candelaria, Executive Director teri.candelaria@azppse.state.az.us Carmen Flores, Equal Opportunity Administrator Carmen.Flores@azppse.state.az.us (602) 542-5715 (602) 542-1253 Fax Total Employees: 11</p>	<p>RB Board for Respiratory Care Examiners</p> <p>1400 W. Washington, Suite 200 Phoenix, Arizona 85007 Mary Hauf Martin, Executive Director recept@rb.state.az.us (602) 542-5995 (602) 542-5900 Fax Total Employees: 11</p>

RC	Arizona Department of Racing	RD	Independent Redistricting Commission
	1110 W. Washington, Suite 260 Phoenix, Arizona 85007 Geoffrey Gonsher, Director ggonsher@azracing.gov Pearl Pistiner, Equal Opportunity Administrator ppistiner@azracing.gov (602) 364-1696 (602) 364-1703 Fax Total Employees: 59		1400 W. Washington, Room B-10 Phoenix, Arizona 85007 Adolfo Echeveste, Executive Director Lou Jones, Executive Assistant lou.jones@azredistricting.org (602) 364-1350 (602) 364-1351 Fax Megan Darian, DO Administrator Megan.darian@azdoa.gov Total Employees: 4
RE	State of Arizona Department of Real Estate	RG	Arizona Registrar of Contractors
	2910 N. 44th Street, Suite 100 Phoenix, Arizona 85018-7256 Samuel P Wercinski, Director swercinski@azre.gov Vicky Rokkos, Equal Opportunity Administrator vrokkos@azre.gov (602) 468-1414 Extension 160 602) 468-0562 Fax Total Employees: 65		800 W. Washington, 6th Floor Phoenix, Arizona 85007 Fidelis V Garcia, Director Fidelis.garcia@azroc.gov Jo Ann Rangel, Equal Opportunity Administrator Joann.rangel@azroc.gov (602) 542-1525 Extension 7205 (602) 542-1599 Fax Total Employees: 140
RS	Public Safety Retirement System	RT	Arizona State Retirement System
	3010 E Camelback Road; Ste 200 Phoenix, Arizona 85016 James Hacking, Administrator jhacking@psprs.com Tracey Peterson, Chief Operations Manager tracey.peterson@psprs.com (602) 255-5575 (602) 255-5572 Fax Total Employees: 41		3300 N. Central Avenue, 13th Floor Phoenix, Arizona 85012 Paul Matson, Director paulm@asrs.state.az.us Maurah Harrison, EO Coordinator maurabh@azasrs.gov (602) 240-5312 (602) 240-2102 Fax Total Employees: 225

RV	Arizona Department of Revenue	SB	Structural Pest Control Commission
	1600 W. Monroe Phoenix, Arizona 85007 Gale L. Garriott, Director ggarriott@azdor.gov Lisa Cross, Equal Opportunity Administrator lcross@azdor.gov (602) 542-3572 (602) 542-4772 Fax Total Employees: 986		9535 E. Doubletree Ranch Road Scottsdale, Arizona 85258-5514 Lisa Gervase, Executive Director lisagervase@sb.state.az.us Charmayne Skow, Equal Opportunity Administrator cskow@sb.state.az.us (602) 255-3664 Extension 2681 (602) 255-1281 Fax Total Employees: 38
SD	Arizona State School for the Deaf and Blind	SF	Arizona School Facilities Board
	P. O. Box 88510 Tucson, Arizona 85754 Dr. Harold Hoff, Superintendent hhoff@asdb.state.az.us Janet Nardecchia, Equal Opportunity Administrator jnardecchia@asdb.state.az.us (520) 770-3240 (520) 770-3711 Fax Total Employees: 1,249		1700 W. Washington, Suite 230 Phoenix, Arizona 85007 John S Arnold, Director jarnold@azsfb.gov Al Sawyer, Equal Opportunity Administrator asawyer@azsfb.gov (602) 542-6501 (602) 542-6529 Fax Total Employees: 21
SN	Senate	SP	Arizona Supreme Court
	1700 West Washington Phoenix, Arizona 85007 Senator Ken Bennett, President kbennett@azleg.state.az.us Travis Swallow, EEO Liaison tswallow@azleg.state.az.us (602) 926-5681 (602) 417-3219 Fax Total Employees: 129		1501 W Washington Phoenix, Arizona 85007-3231 David Byers, Administrative Director of the Courts dbyers@supreme.sp.state.az.us Jeanine Linsenmeyer, Equal Opportunity Administrator jlinsemeyer@courts.az.gov (602) 542-9438 (602) 542-9652 Fax Total Employees: 604

ST	Secretary of State	SY	Arizona Board of Psychologist Examiners
	1700 W. Washington, 7th Floor Phoenix, Arizona 85007-2888 Jan Brewer, Secretary of State sosadmin@azsos.gov Susan Myers, Equal Opportunity Administrator smyers@azsos.gov (602) 542-6171 (602) 542-1575 Fax Total Employees: 45		1400 W. Washington, Suite 235 Phoenix, Arizona 85007 Maxine McCarthy, Executive Director mmccarthy@psychboard.az.gov Marcus Harvey, Equal Opportunity Administrator licensing@psychboard.az.gov (602) 542-8161 (602) 542-8279 Fax Total Employees: 12
TE	State of Arizona Board of Technical Registration	TO	Arizona Office of Tourism
	1110 W. Washington, Suite 240 Phoenix, Arizona 85007 Ronald W. Dalrymple, Executive Director ronald.dalrymple@azbtr.state.az.us LaVern Douglas, Deputy Director lavern.douglas@azbtr.state.az.us (602) 364-4930 (602) 364-4931 Fax Total Employees: 28		1110 W. Washington, Suite 155 Phoenix, Arizona 85007 Margie Emmermann, Acting Director memmermann@azot.com Linda Yuhas, Assistant Deputy Director lyuhas@azot.com (602) 364-3718 (602) 364-3701 Fax Total Employees: 32
TR	State Treasurer	TX	Arizona Board of Tax Appeals
	1700 W. Washington, First Floor West Wing Phoenix, Arizona 85007 Dean Martin, State Treasurer deanm@aztreasury.gov Klint Tegland, Equal Opportunity Administrator Klintt@aztreasury.gov (602) 542-5815 (602) 542-7176 Fax Total Employees: 27		100 N. 15th Avenue, Suite 140 Phoenix, Arizona 85007 Alisha L Woodring, Executive Director alisha.woodring@bota.state.az.us (602) 364-1102 (602) 364-1306 Fax Total Employees: 6

UL	Arizona Commission on Uniform State Laws	UO	Residential Utility Consumer Office
	3003 N. Central Avenue, Suite 2600 Phoenix, Arizona 85012 James Bush, Commissioner jbush@fclaw.com (602) 916-5148 (602) 916-5529 Fax Total Employees: 5		1110 W. Washington, Suite 220 Phoenix, Arizona 85007 Stephen Ahearn, Director sahearn@azruco.com Cheryl Fraulob, Equal Opportunity Administrator cfraulob@azruco.com (602) 364-4835 (602) 364-4846 Fax Total Employees: 10
VS	Arizona Department of Veterans' Services	VT	Arizona State Veterinary Medical Examining Board
	3839 North Third Street, Suite 200 Phoenix, Arizona 85012 Brigadier General Richard G. Maxon, Interim Director director@azvets.com Michelle Cummins, EEO Administrator mcummins@azdvs.gov (602) 263-1843 (602) 351-6897 Fax Total Employees: 316		1400 W. Washington, Suite 230 Phoenix, Arizona 85007-2937 Jenna Jones, Executive Director jenna.jones@vetbd.state.az.us Megan Darian, Equal Opportunity Administrator Megan.darian@azdoa.gov (602) 542-8168 (602) 364-1547 Fax Total Employees: 15
WC	Arizona Department of Water Resources	WF	Water Infrastructure Finance Authority of Arizona
	3550 N. Central Avenue, Suite 442 Phoenix, Arizona 85012 Herb Guenther, Director hrguenther@azwater.gov Debbie Wallace, Human Resources Manager drwallace@azwater.gov (602) 771-8500 (602) 771-8681 Fax Total Employees: 239		1110 W. Washington, Suite 290 Phoenix, Arizona 85007 Judy Navarrete, Director jnavarrete@azwifa.gov (602) 364-1310 (602) 364-1327 Fax Total Employees: 14

WM Arizona Department of Weights and Measures	
<p> 4425 W. Olive Avenue, Suite 134 Glendale, Arizona 85302-3844 Seth Mones, Acting Director smones@azdwm.gov Donna Wickersham, Equal Opportunity Administrator dwickersham@azdwm.gov (602) 255-5211 (602) 255-1950 Fax Total Employees: 40 </p>	
Total Employees Information ADOA HRIS Agency Counts Report provided by Greg Carmichael in November 2006	

Revised August 20, 2007

HUMAN RESOURCE OFFICERS LISTING

AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
ADOA – PHOENIX Phoenix, AZ 85007	HR Manager Other Contact	Ron Loyd Phyllis Soonier	Ron.loyd@azdoa.gov Phyllis.sonnier@azdoa.gov	602 542-0392	602 542-9248
ADOA – TUCSON Tucson, AZ 85701	HR Manager Other Contact	Beverly Spencer Janet Nardecchia	Beverly.spencer@azdoa.gov Janet.nardecchia@azdoa.gov	520 628-6592 520 628-6590	520 628-6572
ACCOUNTANCY BOARD	HR Manager Other Contact	Mary Ann Roder Valerie M Elliot	mroder@azaccountancy.gov velliott@azaccountancy.gov	602 364-0851 602 364-0870	602 364-0903
ACUPUNCTURE BOARD OF EXAMINERS	HR Manager	Pete Gonzalez	Pete.Gonzales@azacuboard.az.gov	602 542-3095	602 542-3090
ADMINISTRATIVE HEARINGS	HR Manager Other Contact	Jeffery Sanchez Rosella Rodriquez	Jeffery.sanchez@azoah.com Rosella.rodriques@azoah.com	602 542-9832 602 542-9853	602 542-9859
AZ DEPT OF TRANSPORTATION	HR Manager Other Contact	Nancy Gomez Cherie Pennington	ngomez@azdot.gov cpennington@azdot.gov	602 712-7331 602 712-8169	602 712-6940
AGRICULTURE, DEPARTMENT OF	HR Manager Other Contact	Pat Stevens Mike McMinn	pstevens@azda.gov mmcminn@azda.gov	602 542-4316 602 542-4315	602 542-7547
AZ HEALTH CARE COST CONTAINMENT SYSTEM (AHCCS)	HR Manager Other Contact	Diane Shook Corina Garcia	Diane.shook@azahccs.gov cygarcia@azahccs.gov	602 417-4457 602 417-4407	602 253-6177
APPRAISAL BOARD	HR Manager	Deborah Pearson	Deborah.pearson@appraisal.state.az.us	602 542-1593	602 542-1598
ARTS COMMISSION	HR Manager	Denise Goode	Dgoode@azarts.gov	602 771-6535	602 256-0282
ATTORNEY GENERAL	HR Manager Other Contact	Margaret Burns Susan Strachan	Margaret.burns@azag.gov Susan.strachan@azag.gov	602 542-8050 602 542-8051	602 542-8000
AUTO THEFT AUTHORITY	HR Manager	Paul Boelhauf	Paul.boelhauf@aata.state.az.us	602 364-2891	602 364-2897
AZ STATE RETIREMENT SYSTEM	HR Manager	Maurah Harrison	maurahh@azasrs.gov	602 240-5312	602 240-2102
BANKING DEPARTMENT, STATE	HR Manager Other Contact	Kevin McCullough Lori Smith	mccullough@azfi.gov lsmith@azdfi.gov	620 255-4421 Ext 112 620 255-4421 Ext 156	602 381-1225
BOARD OF BARBERS	HR Manager	Mary Jane Jones	Maryjane.jones@boardofbarbers.az.gov	602 542-4498	602 542-3093
BEHAVIORAL HEALTH BOARD	HR Manager Other Contact	Pam Osborn Debra Rinaudo	Pamela.Osborn@bbhe.state.az.us Debra.rinaudo@bbhe.state.az.us	602 542-1893 602 364-1883	602 364-0890
BUILDING & FIRE SAFETY	HR Manager	Joyce Kesterman	Joyce.kesterman@azbfs.gov	602 364-1009	602 364-1052

	Other Contact				
AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
BUILDING & FIRE SAFETY	HR Manager Other Contact	Joyce Kesterman	Joyce.kesterman@azbfs.gov	602 364-1009	602 364-1052
CHARTER SCHOOLS BOARD	HR Manager Other Contact	Heather Kelly Kristen Jordison	Kelley_heather@pop.state.az.us Jordison_Kristen@pop.state.az.us	602 364-3085 602 364-3080	602 364-3089
CHIROPRACTIC EXAMINERS, BOARD OF	HR Manager Other Contact	Charles Brown Patrice Pritzl	chuckdb@earthlink.net ppritzl@earthlink.net	602 864-5088 602 864-5088 Ext 15	602 864-5099
CLEAN ELECTIONS COMMISSION	HR Manager	Paula Ortiz	Paula.Ortiz@ccec.state.az.us	602 364-3477 Ext 203	602 364-3487
COMMERCE, DEPT OF	HR Manager	Kimberly Trask	kimt@azcommerce.com	602 771-1108	602 771-1199
CORRECTIONS, DEPT OF	HR Manager Other Contact Other Contact	Linda Allen Liz Rush Carmen Rodriguez	lallen@azcorrections.gov lizabeth@azcorrections.gov crodrigu@azcorrections.gov	602 771-2100 Ext 202 Ext 344 Ext 212	602 542-3129
CORPORATION COMISSION	HR Manager Other Contact	Linda Snyder Peter Vazquez	lsnyder@azcc.gov pvasquez@azcc.gov	602 542-0653 602 542-9965	602 542-4111
COSMETOLOGY BOARD	HR Manager	Nanci Hendon	Nanci.hendon@cb.state.az.us	480 784-4539	480 784-4962
CRIMINAL JUSTICE COMMISSION	HR Manager	Susan Preston	spreston@azcjc.gov	602 364-1161	602 364-1175
DEAF & HARD OF HEARING COMMISSION	HR Manager Other Contact TTY Exchange	Lynn Wakefield Betty Allen	Lynn.wakefield@acdhh.state.az.us Betty.allen@acdhh.state.az.us	602 542-3363 602 364-0987 1 800 842-4681	602 542-3380
DENTAL EXAMINERS BOARD	HR Manager Other Contact	Pam Paschal Nancy Chambers	pjpaschal@azbodex.com ninchambers@azbodex.com	602 242-1492 602 242-1492	602 242-1445
DISEASE CONTROL RESEARCH	HR Manager	Damika Brock	Abrc1@getnet.net	602 542-1028	602 542-6380
DISPENSING OPTICIANS BOARD	HR Manager	Lori Scott	director@asbdo.state.az.us	602 542-3095	602 542-3093
ECONOMIC SECURITY, DEPT OF	HR Manager Other Contact Other Contact	Ben Levine Paul Lyon Jo Stephens	blevine@azdes.gov pylon@azdes.gov jstephens@azdes.gov	602 716-6932 602 716-6950	602 542-3828
EDUCATION, BOARD OF	HR Manager Other Contact	Debra Jacobs Billie Belanger	Debbie.Jacobs@azed.gov Billie.belanger@azed.gov	602 542-3186 602 542-3186	602 542-3073 Ext 131

AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
ENVIRONMENTAL QUALITY, DEPARTMENT OF	HR Manager	Daniel Flukas	Flukes.Daniel@azdeq.gov	602 771-4795	602 207-4438
EQUALIZATION BOARD	HR Manager Other Contact	Phillip G Viator Lydia Coppola	pviator@sboe.state.az.us	602 364-1617 602 364-1600	602 364-1616
EXECUTIVE CLEMENCY BOARD	HR Manager Other Contact	Cynthia Jenkins Rosita Aguilar	Cynthia.Jenkins@aboec.state.az.us	602 542-5656 Ext 249 & 361	602 542-1616
EXPOSITION & STATE FAIR, AZ STATE	HR Manager	Pam Stocksdales	Pamela.stocksdales@azstatefair.com	602 257-7196	602 496-1302
FINGERPRINTING, BOARD OF	HR Manager Other Contact	Dennis Seavers Regina Ashe	Dennis.seavers@azbof.state.az.us Regina.ashe@azbof.state.az.us	602 265-0135	602 265-6240
FUNERAL DIRECTORS, BOARD OF	HR Manager	Megan Dorian	Megan.dorian@azdoa.gov	602 542-8168	602 542-3093
GAME & FISH, DEPARTMENT OF	HR Manager Other Contact	Diana Shaffer Stella Gomez	dshaffer@azgfd.gov sgomez@azgfd.gov	602 267-2731 602 789-3317	602 789-3930
GAMING, DEPARTMENT OF	HR Manager	Levada Coker	locker@azgaming.gov	602 604-1801	602 255-3883
GEOLOGICAL SURVEY	HR Manager Other Contact	Beverly Donahue Mary N Andrade	Beverly.Donahue@azgs.az.gov Mary.Andrade@azgs.az.gov	520 771-3500	520 770-3505
GOVERNMENT INFORMATION TECHNOLOGY AGENCY - GITA	HR Manager	Jeff Hessenius	jhessenius@azgita.gov	602 364-4800	602 364-4799
GOVERNOR'S OFC OF HWY SAFETY	HR Manager	Richard Fimbres	Richard.fimbres@gohs.state.az.us	602 542-3118	602 255-1265
HEALTH SERVICES, DEPT OF	HR Manager Other Contact	LaCoya Shelton Johnson Rosie Montoya Anna Villa	Shelton.lacoya@azdoa.gov montoyr@azdhs.gov villa@azdhs.gov	602 542-2752 602 542-2754	602 542-1090
HISTORICAL SOCIETY	HR Manager	Yoland South	ysouth@vms.arizona.edu	520 617-1168	520 628-5695
HOMEOPATHIC MED EXAM BOARD	HR Manager	Megan Darian	Megan.dorian@azdoa.gov	602 542-8168	602 542-3093
HOUSING, DEPARTMENT OF	HR Manager Other Contact	Lori Moreno Patsy Martinez	lorim@housingaz.com patsym@housingaz.com	602 771-1061	602 771-1006
INDIAN AFFAIRS, COMMISSION OF	HR Manager	Vera Phillips	Vera.Phillips@indianaffairs.state.az.us	602 542-3123	602 541-3223
INDUSTRIAL COMMISSION	HR Manager Other Contact	Margaret Lindsay Rosanne Oropeza	mlindsay@ica.state.az.us roropeza@ica.state.az.us	602 542-5532 602 542-5530	602 542-0553
INSURANCE, DEPARTMENT OF	HR Manager	Barbara Beltran	bbeltran@id.state.az.us	602 912-8405	602 912-8408

AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
JUVENILE CORRECTIONS, DEPARTMENT OF	HR Manager	Anna Glenn	aglenn@azdjc.ov	602 542-9257	602 542-9248
LAND DEPARTMENT, STATE	HR Manager Other Contact	Laura Thomas Elona Hill	lthomas@land.az.gov ehill@land.az.gov	602 364-0875 602 542-2636	602 364-4980
LEGISLATIVE COUNCIL	HR Manager	Pat Mc Gough	Pmcgough@azleg.state.az.us	602 542-4236	602 542-4803
LIBRARY & ARCHIVES	HR Manager	Michael Hawthorne	mhawthorne@lib.az.us	602 542-4047	602 542-4972
LIQUOR LICENSE, DEPT OF	HR Manager Other Contact	Rita Niner Manuel Escudero	ninerr@ll.state.az.us escuderm@ll.state.az.us	602 542-9025 602 542-9028	602 542-5707
LOTTERY, ARIZONA	HR Manager Other Contact	Carolyn Haynes Pamela Ulloa	chaynes@azlottery.gov pulloa@azlottery.gov	480 921-4476 480 921-4533	480 921-4488
MEDICAL BOARD, ARIZONA	HR Manager Other Contact	Evangeline Webster Alicia Cauthon	ewebster@azmd.gov acauthon@azmd.gov	480 552-2714 480 551-2747	480 551-2704
MILITARY AFFAIRS, DEPT OF	HR Manager Other Contact	Danielle Salomon Ward Gibbard	Danielle.salomon@azdema.gov Ward.gibbard@azdema.gov	602 267-2731 602 267-1492	602 242-1445
MINE INSPECTOR, ARIZONA STATE	HR Manager	Kerry Ugalde	kerryu@mi.state.az.us	602 542-5971	602 542-5335
MINES & MINERALS RESOURCE, DEPARTMENT OF	HR Manager Other Contact	Susan Celestian Jacqueline Hall	scelestian@hotmail.com jacquelined.hall@hotmail.com	602 255-3791	602 255-3777
NATUROPATHIC EXAMINERS BOARD	HR Manager	Gail Anthony	Gail.Anthony@npbomex.az.gov	602 542-8242	602 542-3093
NAVIGABLE STREAMS COMMISSION	HR Manager	George Mehnert	streams@mindspring.com	602 542-9214	602 542-9220
NURSING CARE EXAMINERS, BOARD OF	HR Manager	Megan Darian	Megan.darian@azdoa.gov	602 542-3095	602 542-8316
NURSING, STATE BOARD OF	HR Manager Other Contact	Judy Bontrager Diane Serra	jbonttrager@azbn.gov dserra@azbn.gov	602 889-5204 602 889-5210	602 889-5149
OCCUPATIONAL THERAPY BOARD	HR Manager	Cedes Bruno Morgan	azot@mindsprings.com	602 589-8352	
OPTOMETRY, BOARD OF	HR Manager	Margaret Whelan	Margaret.Whelan@optometry.az.gov	602 542-8155	602 542-3093
OSTEOPATHIC EXAMINERS, BOARD OF	HR Manager	Anita Shepherd	Anita.shepherd@azosteoboard.org	480 657-7703	480 657-7715
PARKS, ARIZONA STATE	HR Manager Other Contact	Jeanette Hall Vicky Trevino	jhall@pr.state.az.us vtrevino@pr.state.az.us	602 542-6922 602 542-0915	602 542-6949
PERSONNEL BOARD	HR Manager	Marian Liska	Marian.liska@personnel.state.az.us	602 542-3888	602 542-3588

AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
PHARMACY, BOARD OF	HR Manager Other Contact	Johnnie Teutschman Cheryl Frush	jteutschman@azsbp.com cfrush@azsbp.com	623 463-2727 623 463-2727	623 934-0583 Ext 128
PHYSICAL THERAPY, BOARD OF	HR Manager	Heidi Herbst-Paakonen	Heidi.herbst-paakonen@ptboard.state.az.us	602 542-3095	602 542-3093
PIONEER'S HOME	HR Manager	Chris Hitchcock	Chris.Hitchcock@pioneer.com	928 445-2181	928 778-1148
PODIATRY EXAMINERS, BOARD OF	HR Manager	Megan Darian	Megan.darian@azdoa.gov	602 542-3095	602 542-3093
POSTSECONDARY EDUCATION	HR Manager	Zaparteza Milagros	mila@azhighered.gov	602 258-2435 Ext 102	602 258-2483
POWER AUTHORITY, ARIZONA	HR Manager	Tom Kinsey	tom@powerauthority.org	602 542-4263	602 253-7970
PRESCOTT HISTORICAL SOCIETY	HR Manager	Richard Sims	sims@sharlot.org	928 445-3122	928 776-9053
PRIVATE POSTSECONDARY EDUCATION	HR Manager	Carmen Flores	Carmen.flores@azppse.state.az.us	602 542-5715	602 542-1253
PSYCHOLOGIST EXAMINERS, AZ BOARD OF	HR Manager Other Contact	Marcus Harvey Shari Courtney	licensing@psychboard.az.gov info@psychboard.az.gov	602 542-8161 602 542-8162	602 542-8279
RACING, DEPARTMENT OF	HR Manager	Pearl Pistiner	ppistiner@azracing.gov	602 364-1696	602 364-1703
RADIATION REGULATORY, ARIZONA	HR Manager	Art Nunez	anunez@arra.state.az.us	602 255-4845 Ext 223	602 437-0705
REAL ESTATE, DEPARTMENT OF	HR Manager Other Contact	Vicky Rokkos Sue Labotz	vrokkos@azre.gov slabotz@azre.gov	602 468-1414 602 468-1414	602 480-0562 Ext 165
REDISTRICTING COMMISSION, INDEPENDENT	HR Manager Other Contact	Lou Jones Kristina Gomez	Lou.jones@azredistricting.org Kristina.Gomez@azredistricting.org	602 364-1352 602 364-1350	602 542-1351
REGISTRAR OF CONTRACTORS	HR Manager	Joann Rangel	Joann.rangel@azroc.gov	602 542-1525 Ext 7205	602 364-0725
RESIDENTIAL UTILITY CONSUMER OFC	HR Manager	Cheryl Fraulob	cfraulob@azruco.com	602 364-4845	602 364-4846
RESPIRATORY CARE EXAMINERS, BOARD OF	HR Manager	Mary Martin	mmartin@rb.state.az.us	602 542-5995	602 542-5900
REVENUE, DEPARTMENT OF	HR Manager Other Contact Other Contact	Mel Brender Mary Harris Christopher Marino	mbrender@azdor.gov mharris@azdor.gov cmarino@azdor.gov	602 716-6932 602 716-6950 602 716-6930	602 542 3828
SCHOOL FACILITIES BOARD	HR Manager	Al Sawyer	asawyer@azsfb.gov	602 364-0894	602 542-6529

AGENCY	TITLE	NAME	E MAIL ADDRESS	PHONE	FAX
SECRETARY OF STATE	HR Manager Other Contact	Susan Myers Mary Pierce	smyers@azsos.gov mpierce@azsos.gov	602 364-4864 602 542-0681	602 542-1575
STRUCTURAL PEST CONTROL	HR Manager	Mike Francis	mfrancis@sb.state.az.us	602 255-3664 Ext 2682	602 255-1281
TAX APPEALS, ARIZONA BOARD OF	HR Manager Other Contact	Alisha Woodring David Medina	alishawoodring@bota.state.az.us davidmedia_bota@yahoo.com	602 364-1102 602 364-1102	602 364-1306
TECHNICAL REGISTRATION, BOARD OF	HR Manager	Lavern Douglas	Lavern.Douglas@btr.state.az.us	602 364-4937	602 364-4931
TOURISM, OFFICE OF	HR Manager Other Contact	Linda Yuhas Clair Ferreira	lyuhas@azot.gov cferreira@azot.gov	602 364-3715 602 364-3714	602 364-3701
TREASURER, STATE	HR Manager	Klint Tegland	klintt@treasury.state.az.us	602 604-7800	602 542-7176
VETERANS SERVICES	HR Manager	Carol Ann Menichelli	cmenichelli@azdvs.gov	602 264-1843	602 351-6897
VETERINARY MEDICAL EXAMINER BOARD	HR Manager Other Contact	Jenna Jones Deb Turner	Jenna.jones@vetbd.state.az.us Deb.turner@vetbd.state.az.us	602 364-1738 602 364-1739	602 542-3093
WATER INFRASTRUCTURE	HR Manager Other Contact	Lily Vega Yolanda Mendoza	lvega@azwifa.gov ymendoza@azwifa.gov	602 364-1315 602 364 1311	602 364-1327
WATER RESOURCES, DEPT OF	HR Manager Other Contact	Debbie Wallace Pat Hill	drwallace@azwater.gov pshill@azwater.gov	602 417-2450 X 7113&7120	602 417-2428
WEIGHTS & MEASURES, DEPT OF	HR Manager Other Contact	Donna Wickersham Peggy Ringhoff	dwickersham@azdwm.gov pringoff@azdwm.gov	623 463-9932 623-463-9947	
UNIFORM STATE LAWS, COMMISSION OF	HR Manager	James Bush	jbush@fclaw.com	602 916-5329	

STATE PROCUREMENT OFFICERS

AGENCY	ADDRESS	CITY	STATE	ZIP	PHONE	FAX	CONTACT
<u>ACCOUNTANCY BOARD</u>	100 North 15th Ave. Suite 165	Phoenix	AZ	85007	602 364-0851	602 255-1283	<u>Dinah Layman</u>
<u>ACUPUNCTURE BOARD</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-3095	602-542-3093	<u>Al Imig</u>
<u>ADMINISTRATION (EPS)</u>	100 N. 15th Ave. Suite 104	Phoenix	AZ	85007	602-542-5511	602-542-2789	<u>Mary Hammer</u>
<u>ADMINISTRATIVE HEARINGS</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-9853	602-542-9859	<u>Jeff Sanchez</u>
<u>AGRICULTURE</u>	1688 W Adams	Phoenix	AZ	85004	602-542-0916	602-542-0916	<u>Linda Vensel</u>
<u>APPRAISAL BOARD</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-1539	602-542-1598	<u>Deborah Pearson</u>
<u>ARIZONA HEALTH CARE COST CONTAINMENT SYSTEM</u>	701 E. Jefferson	Phoenix	AZ	85007	602 364-0851	602 255-1283	<u>Michael Veit</u>
<u>ARIZONA STATE UNIVERSITY</u>	1551 S Rural Road	Tempe	AZ	85287	602-965-9011	480 965-2234	<u>John Riley</u>
<u>ARTS COMMISSION</u>	417 W. Roosevelt Street	Phoenix	AZ	85003	602-255-5882	602 256-0282	<u>Denise Goode</u>
<u>ATTORNEY GENERAL</u>	1275 W. Washington	Phoenix	AZ	85007	602-542-8030	602-542-8039	<u>Jerry Connolly</u>
<u>AUTOMOBILE THEFT AUTHORITY</u>	3737 N. 7th Street	Phoenix	AZ	85014	602-364-2897	602 364-2897	<u>Anita Carr</u>
<u>BARBERS BOARD</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-4498	602 542-3093	<u>MaryJane Jones</u>
<u>BEHAVIORAL HEALTH EXAMINERS</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-1882	602 542-1830	<u>Pamela Osborn</u>
<u>BOXING COMMISSION</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-1417	602 542-1458	<u>Norma Rivero</u>
<u>BUILDING & FIRE SAFETY</u>	99 E. Virginia	Phoenix	AZ	85004	602-364-1099	602 255-4962	<u>John Stahmer</u>
<u>CHARTER SCHOOL BOARD</u>	4105 N. 20th Street	Phoenix	AZ	85016	602-468-6369	602 468-1682	<u>Monica Ulloa</u>
<u>CHIROPRACTIC EXAMINERS BOARD</u>	5060 N 19th Avenue	Phoenix	AZ	85015	602-864-5088 ext.11	602 864-5099	<u>Purchasing</u>
<u>CITIZEN CLEAN ELECTIONS COMMISSION</u>	1616 West Adams Suite 110	Phoenix	AZ	85007	602-263-4768	602 200-8670	<u>Paula Ortiz</u>
<u>COMMERCE</u>	1700 W. Washington, B-32	Phoenix	AZ	85007	602-771-1110	602 771-1202	<u>Martha Lynch</u>
<u>CORPORATION COMMISSION</u>	1200 W. Washington Room 101A	Phoenix	AZ	85007	602-542-0653	602 542-4111	<u>Linda Snyder</u>
<u>CORRECTIONS</u>	1601 W. Jefferson	Phoenix	AZ	85007	602-542-1172	602 364-3780	<u>Denel Pickering</u>
<u>COSMETOLOGY BOARD</u>	1721 E Broadway	Tempe	AZ	85282	480-784-4539	480 784-4962	<u>Sue Sansom</u>
<u>COTTON RESEARCH & PROTECTION COUNCIL</u>	3721 E Wier Avenue	Phoenix	AZ	85040	602-438-0407		Mary Summers
<u>CRIMINAL JUSTICE COMMISSION</u>	1110 W. Washington, #230	Phoenix	AZ	85007	602-364-1146	602 364-1175	<u>Karen Ziegler</u>

AGENCY	ADDRESS	CITY	STATE	ZIP	PHONE	FAX	CONTACT
<u>DEAF & BLIND SCHOOL</u>	PO Box 88510	Tucson	AZ	85754	520-770-3242	520 770-3793	<u>Karen Brookbanks</u>
<u>DENTAL EXAMINERS</u>	5060 N. 19th Avenue	Phoenix	AZ	85015	602-242-1492	602 242-1445	<u>Pamela J. Paschal</u>
<u>Arizona Biomedical Research Commission</u>	15 South 15th Avenue, Suite 103	Phoenix	AZ	85007	602-542-5678	602 542-6380	<u>Dr. Dawn Schroeder</u>
<u>DISPENSING OPTICIANS BOARD</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-5678	602 542-3093	<u>Lori Scott</u>
<u>ECONOMIC SECURITY</u>	1717 West Jefferson Street	Phoenix	AZ	85007	602-364-0194	602 542-4496	<u>Katherine Babonis</u>
<u>EDUCATION</u>	1535 West Jefferson Street	Phoenix	AZ	85007	602-542-4352	602 542-3099	<u>Doug Peeples</u>
<u>EMERGENCY & MILITARY AFFAIRS</u>	5636 E. McDowell Rd.	Phoenix	AZ	85012	602-267-2765	602 267-2576	<u>Corry Slama</u>
<u>ENVIROMENTAL QUALITY</u>	1110 W. Washington	Phoenix	AZ	85007	602-771-4727	602 771-4439	<u>Sandra Sutton</u>
<u>EQUALIZATION BOARD</u>	100 N 15th Ave. Suite 130	Phoenix	AZ	85007	602-364-1617	602 364-1616	<u>Phillip Viator</u>
<u>EXECUTIVE CLEMENCY BOARD</u>	1645 W Jefferson	Phoenix	AZ	85007	602 542-5656	602 542-5680	<u>Cynthia Jenkins</u>
<u>EXPOSITION & STATE FAIR</u>	1826 W McDowell Road	Phoenix	AZ	85007	602 257-7115	602 492-1302	<u>Jack Bell</u>
<u>FINANCIAL INSTITUTIONS</u>	2910 N. 44th Street	Phoenix	AZ	85018	602-255-4421 #122	602 381-1225	<u>Kevin McCullough</u>
<u>FUNERAL DIRECTORS AND EMBALMERS</u>	1400 W Washington #230	Phoenix	AZ	85007	602-542-3095	602 542-3093	<u>Rudy Thomas</u>
<u>GAME & FISH</u>	2221 W. Greenway Rd.	Phoenix	AZ	85023	602-942-3000	602 789-3922	<u>Dana Yost</u>
<u>GAMING</u>	202 E. Earll Drive	Phoenix	AZ	85012	602- 604-1801	602 255-3883	<u>Leslie Welch</u>
<u>GEOLOGICAL SURVEY</u>	416 W. Congress	Tucson	AZ	85701	520- 770-2600	520 770-3505	<u>RoseEllen McDonnell</u>
<u>GOVERNMENT INFORMATION TECHNOLOGY</u>	100 N 15th Avenue	Phoenix	AZ	85007	602- 364-4800	602 364-4799	<u>Jeff Hessenius</u>
<u>GOVERNOR'S OFFICE</u>	1700 W. Washington	Phoenix	AZ	85007	602- 542-4331	602 542-7601	<u>John McCleve</u>
<u>GOVERNOR'S OFFICE OF HIGHWAY SAFETY</u>	3030 N. Central Avenue	Phoenix	AZ	85012	602-255-3216	602 255-1265	<u>Richard Fimbres</u>
<u>HEALTH SERVICES</u>	1740 W. Adams	Phoenix	AZ	85007	602-542-2929	602 542-1741	<u>Karen Boswell</u>
<u>AZ Commission of the Deaf & Hard of Hearing</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-3336	602 542-3380	<u>Sherri Collins</u>
<u>HISTORICAL SOCIETY (Prescott)</u>	415 West Gurley Street (Sharlot Hall Museum)	Prescott	AZ	86301	928-445-3122 Ext. 22	928 776-9053	<u>Jeanne Welch</u>
<u>HISTORICAL SOCIETY (Tucson)</u>	949 E. 2nd Street	Tucson	AZ	85719	520-617-1168	520 628-5695	<u>Yolanda South</u>
<u>HOMEOPATHIC MEDICAL EXAMINERS</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-3095	602 542-3093	<u>Purchasing</u>
<u>HOUSE OF REPRESENTATIVES</u>	1700 W. Washington	Phoenix	AZ	85007	602-542-4221	602 542-4099	<u>Joan Thew</u>
<u>HOUSING</u>	1700 W. Washington	Phoenix	AZ	85007	602-771-1000	602 771-1000	<u>Lori Moreno</u>

AGENCY	ADDRESS	CITY	STATE	ZIP	PHONE	FAX	CONTACT
<u>INDIAN AFFAIRS COMMISSION</u>	1400 W. Washington	Phoenix	AZ	85007	602-542-3123	602 542-3223	Lola Allison
<u>INDUSTRIAL COMMISSION</u>	PO Box 19070	Phoenix	AZ	85005	602-542-8238	602 542-7889	Maitham Jabbar
<u>INSURANCE DEPARTMENT</u>	2910 N 44th Street	Phoenix	AZ	85008	602-912-8400	602 912-8452	Scott Greenberg
<u>JOINT LEGISLATIVE BUDGET COMMITTEE</u>	1716 W Adams	Phoenix	AZ	85007	602-542-5491	602 542-5156	S. Savage
<u>JUVENILE CORRECTIONS</u>	1624 W. Adams	Phoenix	AZ	85007	602-542-4302	602 542-5456	Diann Patterson
<u>LEGISLATIVE COUNCIL</u>	1700 W Washington	Phoenix	AZ	85007	602-542-4236	602 542-4803	Mike Braun
<u>LIBRARY, ARCHIVES & PUBLIC RECORDS</u>	1700 W Washington	Phoenix	AZ	85007	602-542-4035	602 542-4972	Services
<u>LIQUOR LICENSES & CONTROL</u>	800 W. Washington	Phoenix	AZ	85007	602-542-5141	602 542-5707	Manuel Escudero
<u>LOTTERY</u>	4740 East University Drive	Phoenix	AZ	85034	480-921-4474	480 921-4425	Maureen McGovern
<u>MEDICAL EXAMINERS BOARD</u>	9545 E Doubletree Ranch	Scottsdale	AZ	85258	480-551-2729	480 551-2701	Sandra Waitt
<u>MINE INSPECTOR</u>	1700 W Washington	Phoenix	AZ	85007	602-542-5971	602 542-5335	J. Belter
<u>MINES & MINERAL RESOURCES</u>	1502 W Washington	Phoenix	AZ	85007	602-255-3791	602 255-3777	Diane Bain
<u>NATUROPATHIC PHYSICIAN MEDICAL EXAMINERS</u>	1400 W Washington #230	Phoenix	AZ	85007	602-542-9220	602 542-3093	Craig Runbeck
<u>NORTHERN ARIZONA UNIVERSITY</u>	PO Box 4069	Flagstaff	AZ	86011 -4069	928-523-4557	928 523-1343	Becky McGaugh
<u>NURSING BOARD</u>	4747 N 7th St. #200	Phoenix	AZ	85014	602-889-5150	602 889-5155	Cristina Oates
<u>NURSING CARE INSTITUTION BOARD</u>	1400 W Washington, Suite B-8	Phoenix	AZ	85007	602-364-2273	602 542-8316	Robin Collins
<u>OCCUPATIONAL THERAPY EXAMINERS</u>	5060 N 19th Ave #209	Phoenix	AZ	85015	602-589-8352	602 589-8354	Vicki Egurrola
<u>OPTOMETRY BOARD</u>	1400 W Washington #230	Phoenix	AZ	85007	602-542-8155	602 542-3093	Jack Confer
<u>OSTEOPATHIC EXAMINERS BOARD</u>	9535 E Doubletree Ranch Road	Scottsdale	AZ	85258 -5539	480-657-7703	480 657-7715	Anita Shepherd
<u>PARKS</u>	1300 W. Washington	Phoenix	AZ	85007	602-542-6936	602 542-6949	Susan Bayer
<u>PERSONNEL BOARD</u>	1400 West Washington Suite 280	Phoenix	AZ	85007	602-542-3822	602 542-3588	Laurie Butler
<u>PHARMACY BOARD</u>	4425 W Olive Ave #140	Glendale	AZ	85302 -3844	623-463-2727	623 934-0583	Hal Wand
<u>PHYSICAL THERAPY EXAMINERS BOARD</u>	1400 W Washington #230	Phoenix	AZ	85007	602-542-3095	602 542-3093	Heidi Herbst
<u>PIONEERS' HOME</u>	300 S. McCormick Street	Prescott	AZ	86303	928-445-2181	928 778-1148	Dale Sams
<u>PODIATRY EXAMINERS BOARD</u>	1400 W Washington #230	Phoenix	AZ	85007	602-542-3095	602 542-3093	Linda Wells
<u>POST SECONDARY EDUCATION COMMISSION</u>	2020 N Central Ave #50	Phoenix	AZ	85004 -4503	602-258-2435	602 258-2483	A. Osborn

<u>POWER AUTHORITY</u>	1810 W Adams	Phoenix	AZ	85007			<u>Purchasing</u>
<u>PRIVATE POST SECONDARY EDUCATION</u>	1400 W Washington #260	Phoenix	AZ	85007	602-542-8162	602 542-8279	<u>Carmin Flores</u>
<u>PSYCHOLOGIST EXAMINERS BOARD</u>	1400 West Washington #235	Phoenix	AZ	85007	602-542-8167	602 542-8279	<u>Marcus Harvey</u>
<u>PUBLIC SAFETY</u>	P.O. Box 6638 Mail Drop 1330	Phoenix	AZ	85005	602-223-2443	602 223-2347	<u>Lu Himmelstein</u>
<u>RACING</u>	1110 W Washington #260	Phoenix	AZ	85007	602-364-1700	602 364-1703	<u>Pearl Pistiner</u>
<u>RADIATION REGULATORY</u>	4814 S. 40th Street	Phoenix	AZ		602-255-4845 Ext 223	602 437-0705	<u>Art Nunez</u>
<u>REAL ESTATE</u>	2910 North 44th Street	Phoenix	AZ	85018	602-468-1414 Ext.160	602 468-0562	<u>Richard Simmonds</u>
<u>REGENTS BOARD</u>	2020 N Central Ave #230	Phoenix	AZ	85004	602-229-2500	602 229-2555	<u>Mary Adelman</u>
<u>REGISTAR OF CONTRACTORS</u>	800 W Washington, 6th Floor	Phoenix	AZ	85007	602-542-1525	602 542-1599	<u>Wilma HimeI</u>
<u>RESIDENTIAL UTILITY CONSUMER</u>	1110 W Washington #220	Phoenix	AZ	85007	602-364-4835	602 364-4846	<u>C. Fraulob</u>
<u>RESPIRATORY CARE EXAMINERS BOARD</u>	1400 W Washington #220	Phoenix	AZ	85007	602-542-5995	602 542-5900	<u>Purchasing</u>
<u>RETIREMENT SYSTEM</u>	3300 North Central #1400	Phoenix	AZ	85012	602-240-2065	602 264-6113	<u>Bob Wittsell</u>
<u>REVENUE</u>	1600 West Monroe #610	Phoenix	AZ	85007	602-716-6515	602 716-7987	<u>Sally Escarcega</u>
<u>SCHOOL FACILITIES BOARD</u>	1700 W. Washington #230	Phoenix	AZ	85007	602-364-0538	602 542-6529	<u>John Arnold</u>
<u>SECRETARY OF STATE</u>	1700 W. Washington (7nd Floor)	Phoenix	AZ	85007	602-542-4285	602 542-1575	<u>Administration</u>
<u>STATE LAND</u>	1616 West Adams	Phoenix	AZ	85007	602-542-6735	602 364-4980	<u>Keith Fallstrom</u>
<u>STRUCTURAL PEST CONTROL</u>	9535 E Doubletree Ranch Rd	Scottsdale	AZ	85258 -5514	602-255-3664	602 255-1281	<u>Rosemary Celaya</u>
<u>TAX APPEALS BOARD</u>	100 N. 15th Ave#140	Phoenix	AZ	85007	602-364-1102	602 364-1306	<u>Alisha Woodring</u>
<u>TECHNICAL REGISTRATION</u>	1110 West Washington	Phoenix	AZ	85007	602-364-4954	602 364-4931	<u>Melinda Baughman</u>
<u>TOURISM</u>	1110 W. Washington	Phoenix	AZ	85007	602-364-3687	602 364-3701	<u>Linda Yuhas</u>
<u>TRANSPORTATION</u>	1739 W. Jackson Suite A., MD 100P	Phoenix	AZ	85007	602-712-7304	602 712-8647	<u>Larry Tweet</u>
<u>TREASURER'S OFFICE</u>	1700 W Washington, 1st Floor	Phoenix	AZ	85007	602-542-1463	602 542-7176	<u>David Petersen</u>
<u>UNIVERSITY OF ARIZONA</u>	University Services Annex, Building 300A	Tucson	AZ	85721	520-621-5827	520 621-5179	<u>Stephen Mack</u>
<u>VETERANS' SERVICES</u>	4141 N. 3rd Street	Phoenix	AZ	85012	602-263-1828	602 222-6687	<u>Tammy Vogel</u>
<u>VETERINARY MEDICAL EXAMINERS BOARD</u>	1400 W Washington #240	Phoenix	AZ	85007	602-364-1738	602 542-3093	<u>Jenna Jones</u>
<u>WATER INFRASTRUCTURE FINANCE AUTHORITY</u>	1110 W Washington #290	Phoenix	AZ	85007	602-364-1310		<u>Frank Castro</u>
<u>WATER RESOURCES</u>	3550 N. Central Avenue	Phoenix	AZ	85012	602-771-8500		<u>Ron Gray</u>
<u>WEIGHTS & MEASURES</u>	4425 West Olive #134	Glendale	AZ	85302	623-463-9935	602 255-1950	<u>Donna Wickersham</u>

TRAINED MEDIATORS

AGENCY	NAME	E MAIL ADDRESS	PHONE
Arizona Department of Administration	Anne Marie Allaire Kelly Stetson	Anne.allaire@azdoa.gov Kelly.Stetson@azdoa.gov	602 542-1424 602 542-0054
Arizona Registrar of Contractors	Enrique Guillen JoAnn Rangel	Enrique.Guillen@azroc.gov Joann.rangel@azroc.gov	602-542-1525 602-364-0500
Arizona Corporation Commission	Mike Kearns	mkearns@azcc.gov	602 542-0657 602 364-0870
Arizona Department of Corrections-Phoenix	Dora Espinosa David Eagles David Zahniser	despino@azcorrections.gov deagles@azcorrections.gov dzahnise@azcorrections.gov	602 771-2100 602 771-2100 ext. 342 602 771-2100
Arizona Department of Corrections-Perryville	Camille Brown Eric Garcia Phil Morin Lisa Oberle Kerri Schultheis	Cbrown2@azcorrection.gov Egarica2@azcorrections.gov Pmorin2@azcorrections.gov loberle@azcorrections.gov kschultz@azcorrections.gov	623 853-4901 623 853-0304 623 853-0304 Ext. 24002 623 853-0304 623 853-0304
Arizona Department of Corrections-San Luis	Thomas Ayala	Tayala@azcorrections.gov	928 627-8871 Ext. 3836
Arizona Department of Juvenile Corrections	Carolyn Guitierrez Mark LaBouchardiere Sarah Lynne Vasquez Ernest Walker	cgutierrez@azdjic.gov mlabouchardiere@azdjic.gov slvasquez@azdjic.gov ewalker@azdjic.gov	602 364-3510 623 386-8000 Ext. 5038 602 364-3515 602 462-5861
Arizona Office for Americans with Disabilities	Kenneth Jacuzzi	Kenneth.Jacuzzi@azdoa.gov	602 542-6276
Governor's Office of Equal Opportunity	Patricia Campbell Manuel Cisneros Rosita Slider Kristine Thomas	pcampell@az.gov mcisneros@az.gov rslicer@az.gov kthomas@az.gov	602 542-4383 602 542-3716 602 364-0123 602 542-4421
Arizona State School for the Deaf and Blind	Lauren Peirce	lpeirce@asdb.state.az.us	520 770-3719
Arizona Department of Health Services	Lupe Jackson Anna Moreno-Villa	jacksolu@azdhs.gov villa@azdhs.gov	602 542-1995
Arizona National Guard	Denise Dunning Yolanda Lovato	Denise.dunning@az.ngb.army.mil Yolanda.lovato@az.ngb.army.mil	602 629-4811 602 302-9118
Navigable Streams	George Mehnert	streams@mindspring.com	602 542-9214
Arizona State Parks	Jeanette Hall	jhall@azstateparks.gov	602 542-6922
Independent Redistricting Commissio	Lou Jones	Lou.jones@azredistricting.org	602 364-1350